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Publications

# Employment Equity Act

# Annual Report to Parliament 1988



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# *Employment Equity Act*

# *Annual Report to Parliament 1988*

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Monique Vézina
Minister of State for Employment and Immigration

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Minister of State
for Employment and Immigration




Ministre d'État
à l'Emploi et à l'Immigration

Her Excellency
Governor General of Canada

May it please your Excellency:

I am pleased to table in Parliament the first Annual Report on the implementation of the Employment Equity Act.

The precedent-setting Employment Equity Act, which was proclaimed in 1986, requires all federally regulated employers with 100 or more employees to adhere to the tenets of the legislation and report annually on their progress.

This report consolidates and analyses the results reported by individual employers for the calendar year 1987. For the first time, the Canadian public has access to information on how the four groups designated in the legislation: women, aboriginal peoples, persons with disabilities and members of visible minorities groups, are represented in the workforces of federally regulated employers.

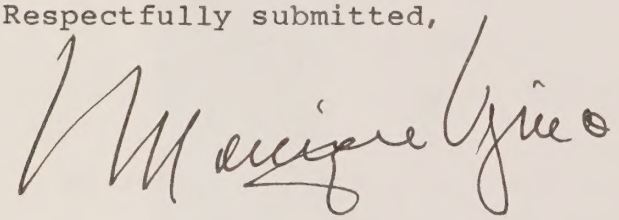
The report does not attempt to explain why specific inequalities exist in the representation of the designated groups by occupations or across industrial sectors. The reasons for these persistent and troubling inequities are myriad and subject to debate. The report does, however, serve as a base against which progress toward the achievement of equality in the work place can be measured, as it represents the beginning of an ongoing process of annual reviews and assessments of employers' performance.

A list of the employers subject to the Employment Equity Act is included. The reports of individual employers are available in public libraries across Canada or can be obtained from Supply and Services Canada.

I know that the results of this exercise will be closely monitored by employers, labour, the designated groups and the media. Because this legislation is the first of its kind, it is also being viewed with great interest by provincial and municipal governments, as well as by the international community.

The reports have enabled us to identify and assess the inequities which exist in the federally regulated workforce covered under the Act. I am confident that, with the knowledge that employers now have of their workforces and with public scrutiny of the reported results, the necessary action will be taken to ensure progress towards a more representative workforce - for the benefit of all those involved in the process.

Respectfully submitted,



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available at:

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Enquiries and Distribution
Public Affairs
Place du Portage, Phase IV
Ottawa-Hull
K1A 0J9

This document is also available
on audio-cassette at the above
mentioned address.

"The purpose of this Act is to achieve equality in the work place so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and .... to correct the conditions of disadvantage in employment experienced by women, aboriginal peoples, persons with disabilities, and persons who are, because of their race or colour, in a visible minority in Canada..."

"...employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences."

Employment Equity Act
Proclamation August 13, 1986

# Highlights

The Employment Equity Act was proclaimed in August 1986. The Act requires federally regulated employers with 100 or more employees to implement Employment Equity programs and to report annually on their results. The legislation focusses on the status of the four designated groups: women, aboriginal peoples, persons with disabilities and members of visible minorities in the federally regulated workforce. Reports were received from 373 employers, who reported a total of 594,531 on Form 1 of their reports.[1]

The first reports represent benchmark data on the status of the designated groups. The following is an overview of the results reported by employers in the first *Employment Equity Act Annual Report to Parliament 1988.*[2]

## Women

- Women had a lower representation in the workforce covered under the Act (41.2%), than they did in the Canadian labour force (44%).
- Women's full-time average salary for the workforce under the Act was 13.5% more than that of women in the Canadian labour force.
- Women held 37.7% of all full-time occupations in the workforce covered under the Act. Women held 74.6% of all part-time jobs and 32.1% of all temporary positions.
- Approximately 9% of the women covered under the Act were also members of one of the other designated groups.
- Women who worked full-time were paid 70% of the average salary of men who worked full-time.

1 See Appendix A, "Notes on Data", as well as Appendix C for list of these employers.
2 See Appendix A, "Notes on Data."

- Women gained 35,912 promotions or 53% of all promotions in the Employment Equity workforce in 1987.
- Over 50% of all women worked in the Clerical Workers group. As well, they held an even greater share of Clerical positions than did women in the Canadian labour force.

## Aboriginal Peoples

- Aboriginal peoples were under-represented in the 1987 workforce covered under the Act (0.7%) compared to their representation in the overall Canadian labour force (2.1%).
- The average salary for aboriginal peoples was lower than the average salary for the workforce covered by the Act.
- Two thirds of aboriginal women in the workforce were paid less than $25,000.
- Aboriginal peoples in the workforce were concentrated in the Foremen/Women, Semi-skilled Manual Workers and Other Manual Workers occupational groups. There were proportionally fewer aboriginal peoples in Middle and Other Managers, Professionals and Semi-Professionals and Technicians occupational groups.
- The data on hirings and terminations indicated that the number of aboriginal peoples in the workforce did not significantly change in 1987.

## Persons with Disabilities

- Persons with disabilities were under-represented in the 1987 workforce covered under the Act. Their representation in the workforce (1.6%) was about one third of that in the Canadian labour force.
- The overall average salary of men with disabilities was nearly equal to that of men covered under the Act. However, women with disabilities earned about 4% less than women in the workforce.
- Over half of all men with disabilities were employed in the Semi-skilled Workers, Skilled Crafts and Trades Workers and Middle and Other Managers occupational groups. Two thirds of women with disabilities were in Clerical Workers positions, slightly higher than the proportion of all women who worked in the Clerical Workers group.

## Members of Visible Minorities

- Members of visible minorities accounted for almost 6% of the workforce covered under the Act which was close to their 6.3% representation in the Canadian labour force.
- The overall average salary of members of visible minorities was 93% of that of the workforce covered under the Act. Visible minority women were paid 99.9% of the women's average salary in the workforce. Visible minority men were paid 96.1% of the men's average salary in the workforce.
- Members of visible minorities were more concentrated in the Banking sector in Ontario and in the Communications sector in Quebec than was the workforce in general covered under the Act.
- The reported data indicate that the net effects of hirings and terminations was positive and that the group's size increased by almost 5% in 1987.

# 1

# Employment Equity – The First Year

On 13 August 1986, the proclamation of the Employment Equity Act launched the Legislated Employment Equity Program in this country.

The stated purpose of the Act was to achieve equality in the work place by ensuring that ability was the sole criterion for employment opportunities, benefits and advancement, and to correct the existing disadvantages experienced by four specifically designated groups: women, aboriginal peoples, persons with disabilities, and persons who are, because of their race or colour, in a visible minority in Canada.

This first chapter briefly gives the history of the legislation, the context in which it was introduced and the issues upon which it focusses. This first year has been a time of breaking ground, of coming up with innovative approaches to thorny issues, of testing and refining methods of administering the Act; it has been a year of meetings with people representing the full gamut of Canadian society: employers, employees, trade unions, women's groups, organizations of and for persons with disabilities, visible minority groups, native peoples committees, federal, provincial and municipal agencies and departments, the media, the academic community and the general public.

There have been discussions both about the concept of employment equity as it is defined in Canada, and its implementation. There has been agreement and there has been disagreement, as must happen with an issue that touches the lives not only of members of the four designated groups, but of every Canadian.

## How We Got Here

Throughout Canada's history, many separate groups and distinct cultures of this land have called for equity and fair opportunity in employment. The response has been influenced by social reform movements, societal trends, legal decisions, international agreements, economic pressures, the changing composition of the labour force, and by what was happening in other countries.

During the 1950s and 1960s, employment statutes adopted in most Canadian jurisdictions prohibited racial and religious discrimination and legislated equal pay for men and women. In 1960, the first Canadian Bill of Rights was introduced. Stimulated by the winds of change that swept that decade, Canadians began to study the whole concept of human rights much more thoroughly. By the mid-1970s all the provinces had established human

rights commissions whose goals were to prohibit overt discrimination, to eliminate "intent" to discriminate (an elusive and difficult factor to determine) and to establish the practice of equal treatment for all individuals. What was becoming evident was a pattern of "systemic discrimination". Individuals were being denied employment opportunities not on the basis of what they could do, but because of stereotyping or traditional, outdated and sometimes biased personnel management systems.

For example, it was assumed that women did not have the skills or physical ability to work in most blue-collar occupations; or people with disabilities were often not considered for employment because of the assumption that their disability would prevent them from carrying out their tasks properly. General assumptions about groups of people were denying them their full rights as Canadian citizens. The barriers to equality lay in these assumptions, which became an integral part of accepted employment practices.

## Changes in Approach

As pressure for change increased, it became clear that it was not enough to legislate general equality, systemic discrimination in the work place was too pervasive. As well, special measures would have to be adopted to ensure that the skills and abilities of the designated groups would be recognized.

During the 1970s and throughout the 1980s, several governments at all three levels launched programs more specifically aimed at minorities and special groups. The Equal Employment Opportunity program for women was introduced in the federal public service; Manitoba, Saskatchewan, Quebec, Ontario and municipal bodies such as the Toronto City Council adopted special employment policies and programs for aboriginal peoples, persons with disabilities, women and visible minorities. At the same time, the women's movement and the emerging movement for aboriginal self-government were gaining momentum.

In 1970, the Royal Commission on the Status of Women reported to the federal government, with 167 recommendations for steps that would promote equal opportunities for women in all aspects of Canadian society. And in 1978, Parliament enacted the Canadian Human Rights Act to provide legal safeguards in the federal jurisdiction against discrimination based on race, national or ethnic origin, colour, religion, age, sex or marital status, conviction for an offence for which a pardon has been granted, or by discriminatory employment practices based on physical handicap.

## Progress

Increased pressure from disadvantaged groups themselves, and the gradual shift in social attitudes, led to the federal government's launching of uniquely Canadian programs and policies to improve the employment situation for women, visible minorities, persons with disabilities and aboriginal peoples. One of the early initiatives was the voluntary affirmative action program aimed at private industry, set out in a Cabinet decision in 1975. Federal contractors and Crown corporations were specifically targeted in 1976, and the programs were consolidated in Employment and Immigration Canada in 1978.

The program had two goals. One was to persuade employers, unions and professional associations to change those employment policies and practices that effectively barred the entry and advancement of women, aboriginal peoples, and persons with physical disabilities. Where regional circumstances dictated, a fourth group could be designated, such as, for example, Blacks in Nova Scotia. The second objective of the program was to achieve equal opportunities for women in the workforces of federal contractors and federal Crown agencies.

In 1980, pilot affirmative action programs were begun in three federal government departments. In 1983, this initiative was applied to all departments of the federal public service.

By 1984, in spite of wide-ranging efforts by Employment and Immigration Canada to encourage affirmative action under the voluntary program, it was apparent that government efforts were achieving limited success. This point was further driven home by a number of major Parliamentary and Royal Commission reports, as well as in reports produced by interest groups, most of which recommended that mandatory

programs were necessary if real changes were to be achieved.

As Judge Rosalie Abella wrote in the Royal Commission Report, Equality in Employment, (p. 254): "It is not that individuals in the designated groups are inherently unable to achieve equality on their own, it is that obstacles in their way are so formidable and self-perpetuating that they cannot be overcome without intervention. It is both intolerable and insensitive if we simply wait and hope that the barriers will disappear with time. Equality in employment will not happen unless we make it happen."

## The Act

The Employment Equity Act has three major premises: the first is self-evident, that in order to achieve equality in the workplace no individual shall be denied employment opportunities and benefits for any reason unrelated to ability.

The second thrust is the assumption that special measures are necessary to ensure equality for members of the four designated groups. Special measures are strategies to improve the employment situation for specific groups within a short time frame, usually accomplishing the goal faster than with a more passive approach to employment equity planning. Recruitment and training strategies, for example, can be specifically designed to increase the representation of a designated group in a particular job category.

This approach is seen by some as problematic, a remedy with the appearance of simply transferring the advantages previously enjoyed by one sector of the population to another – the swing of the pendulum. However, Canadians have traditionally recognized that in certain instances, justice to individuals can best be achieved by making special provisions for groups. Accommodation and recognition of group rights and characteristics were the basis of protective language and religious clauses in the British North America Act. Veterans of both World Wars have benefited from special rehabilitation, training and preferential hiring treatment in the federal public service. As well, the federal public service has carried out, for at least a decade, a special employment initiative for Francophone Canadians as recommended by the Report of the Bilingualism and Biculturalism Commission, 1969.

Canadian courts and human rights statutes recognize the fundamental validity of deliberate measures to overcome inequality in certain circumstances, including situations where the existence of barriers to equality is the result of unintended, "systemic" discrimination. In a decision handed down on 25 June 1987, the Supreme Court of Canada approved the use of employment equity plans with numerical goals and timetables to deal with proven discrimination against groups (Action Travail des Femmes and the Canadian Human Rights Commission vs. Canadian National Railway Company).

The third tenet of the Act is the concept of "reasonable accommodation" which requires that employers recognize legitimate differences between groups of people and take reasonable steps to accommodate those differences. For example, reasonable accommodation would include the use of special equipment to answer the needs of physically disabled workers, flexible shift schedules to accommodate the needs of religious minorities, work arrangements that recognize the child care responsibilities of parents, and the adjustment of corporate attitudes so that the cultural events and traditions of aboriginal peoples and other minority groups are respected.

## How the Employment Equity Act Works

Federally regulated employers and Crown corporations with 100 employees or more must plan and implement an employment equity program and report on their results.

Under the Act, employers must:

- identify and eliminate any employment practice in their organization that discriminates against members of the four designated groups;
- institute positive policies and practices to ensure that persons from the designated groups achieve a degree of representation that is at least proportionate to their representation in the workforce or "in those segments of the

workforce that are identifiable by qualification, eligibility or geography."

The Act requires employers to consult with employee representatives or, in unionized settings, with union officials, a provision recognizing that consultation with employees is essential to the success of an employment equity program. Each employer must file an annual report with the Minister of Employment and Immigration showing the distribution of members of designated groups within the company by occupation, by salary range, by full-time, part-time, or temporary status, and by the number of hirings, terminations and promotions.

Employers have found that the following elements are critical to the successful implementation of employment equity:

- senior level commitment
- managers with the necessary authority and resources to provide leadership and co-ordination
- employee involvement, through consultation and participation in the planning process
- an analysis of current employment practices to determine where and why barriers to employment opportunities and benefits are occurring
- an employment equity action plan, with goals and timetables
- a communications strategy, so that the entire organization is informed and prepared for change
- feedback mechanisms that will allow problems to be identified
- monitoring.

An employment equity plan is considered to be the concrete expression of an employer's commitment to achieve a representative workforce at all levels of his/her organization within a reasonable length of time.

## Compliance

The strength of the Act is in section 7 where it is stated that if employers do not comply with the mandatory reporting requirements, they are liable to a fine of up to $50,000.

A complementary relationship exists between the Employment Equity Act and the Canadian Human Rights Act, because now, for the first time, the Canadian Human Rights Commission has access to information on the status of designated groups, on a company-by-company basis. This allows the CHRC to determine whether action on its part is warranted, without having to wait for an individual employee to lodge a specific complaint.

Finally, because individual employer reports will be available to the public, it is anticipated that public scrutiny will play an important role in encouraging employers to carry out effective employment equity planning and implementation.

## The Present Context

The Employment Equity Act is not alone in its direction: a number of provinces now have either implemented or are studying mandatory pay equity programs for women in the private and public sectors. Some have also launched employment equity programs in government, including Crown corporations, and public institutions such as school boards and hospitals. Others are considering or initiating contract compliance programs requiring that companies doing business with government carry out employment equity planning for specific groups.

Furthermore, a non-statutory program was introduced by the federal government in 1986. Under the Federal Contractors Program, any employer with 100 employees or more who bids on a federal contract to provide goods or services of $200,000 or more in value must sign a Certificate of Commitment to implement employment equity to be eligible to bid. As of September 1988, 1121 organizations had certified their commitment; of these, 560 companies have received federal contracts since the implementation of the program, and are therefore subject to a compliance review. It is estimated that within the coming year about 1500 organizations will have certified their commitment to employment equity.

Other actions have been undertaken to improve the status of designated groups: all provincial and territorial governments have named ministers responsible for the status of women. In some

cases, these offices also have specific program responsibilities such as affirmative action, employment equity or pay equity. Twelve of the 13 governments have also established separate advisory councils to undertake independent research, to provide advice to government, and to bring before the public and the government issues of concern to women. And some governments are putting into place similar agencies and advisory bodies for other groups, such as Native Affairs Directorates, Directorates for Persons with Disabilities and Race Relations Directorates.

The Canadian Jobs Strategy, administered by the Canadian Employment and Immigration Commission, provides a variety of training and work experience programs. Many of these programs are targeted for members of the four designated groups.

## Administration of the Employment Equity Act

The Employment Equity Branch of the Canada Employment and Immigration Commission is responsible for the administration of the Employment Equity Act. In practice this means the running of the two programs, the Legislated Employment Equity Program and the Federal Contractors Program.

In carrying out its mandate, the Branch also provides functional guidelines and advice to a network of employment equity consultants located at EIC regional headquarters, professional advice and assistance to employers on the actual process of employment equity planning, and technical support such as detailed labour market information and occupational data for each of the designated groups, tailored to the needs of employers and industry. As well, the Branch is responsible for ongoing consultation with all interested parties in the employment equity policy field.

## What Happens in the Future

In 1991, the Employment Equity Act requires a parliamentary review of the legislation. By this date, the government expects to see evidence of creative and comprehensive approaches to the achievement of equality in employment on the part of Crown corporations and private sector employers in the federal jurisdiction. The government will continue to emphasize results and a process of open communication as all participants gain experience with the program. This report is intended to assist that process.

# 2

# Employers' Executive Summaries

## Introduction

When the reporting requirements under the employment equity program were being developed, many employers wanted to be able to clarify or supplement the information they were required to provide in their statistical report. To give them more flexibility than the constraints of the forms allowed, they were offered the option of submitting executive summaries no longer than four pages.

The following section is based on those executive summaries. It is important to note that all the summaries were prepared by employers; they describe their own experiences and conclusions. Generalizations based on their comments cannot be applied across the board, since only 139 companies (38% of all employers required to report under the Act) included summaries with their submissions, and these did not always treat the same topics and issues.

The executive summaries cover a broad spectrum of issues and topics:

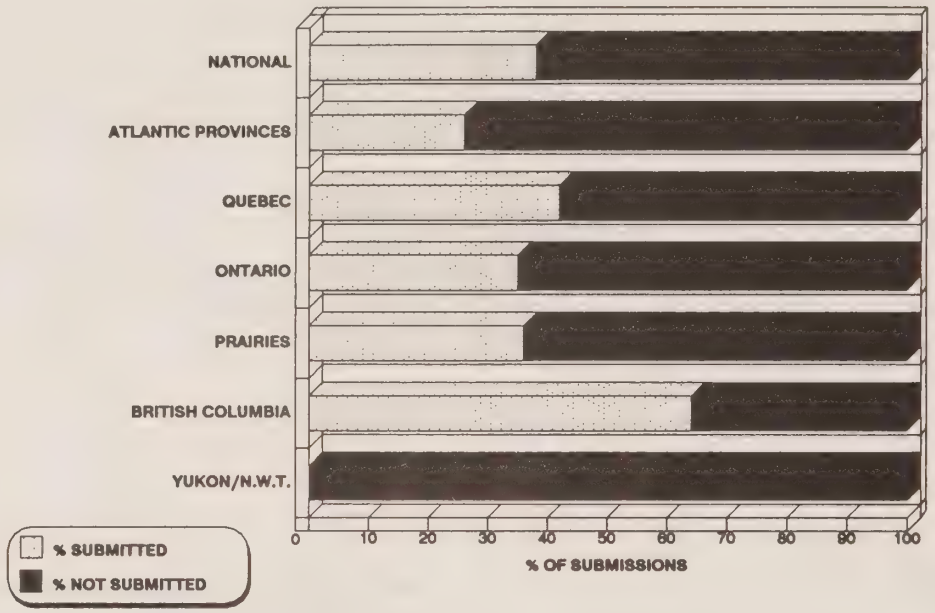
- organizations' current policies and practices, and historical approaches towards employment equity;
- benefits arising from the implementation of employment equity programs;
- challenges faced by their organizations in implementing employment equity programs;
- distribution of designated group members within organizations compared with Statistics Canada data;
- union/management relations;
- special measures and initiatives undertaken and/or planned for the future;
- discussion of the self-identification process;
- clarification of the statistical information; and
- data-gathering methods for reporting purposes.

In their executive summaries, employers had both positive and negative comments to make on their first year's experience.

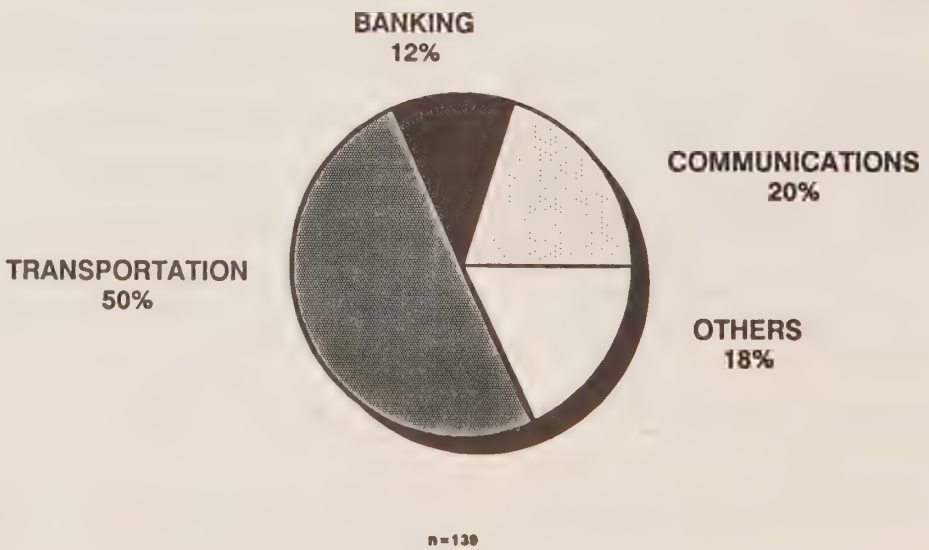
## On the Positive Side

Seventy-nine employers – more than half of those who submitted executive summaries – indicated support for the concept of employment equity and

## GRAPH 1: EXECUTIVE SUMMARY SUBMISSIONS BY REGION




## GRAPH 2: EXECUTIVE SUMMARY SUBMISSIONS BY SECTOR



described the degree of success they had in initiating the program. The following sampling of quotes are from the executive summaries:

> The right to equal access in employment is a cornerstone of Canadian Human Rights. This philosophy helps us to maintain our competitive edge in the market, while at the same time enabling us to expand and develop the best possible workforce.

> In the beginning, little or no regard was given to formal "Employment Equity" or hiring certain groups. We merely hired anyone with experience. By accident more than design, we were fortunate enough to have several qualified women pilots apply and we eventually employed seven. This action by the Company attracted other women pilots who expressed enthusiasm for our hiring practices and their desire to join our company. This unexpected success awoke the company management to the potential value of an "Employment Equity" program. The legislation created the climate to formalize our hiring practices and made the company examine its overall employment practices and performance.

> While we are conscious of the many challenges facing us, we are approaching the task at hand with confidence. The principles of Employment Equity are now widely accepted as something that is not only fair to do but that will help us better manage our Human Resources as well as provide the Corporation with the pool of diversified talents it needs to meet the challenges of the new business environment.

> Employment Equity is not just a policy for us, it is the way we operate. We are committed to building a skilled and balanced workforce where opportunities are provided on the basis of merit. Employment Equity results in good service and makes good business sense.

## Challenges

Although most employers reported some success in introducing employment equity programs, problems were indicated. The most frequently mentioned were:

- not enough applicants from designated groups
- downsizing
- restrictions under collective agreements
- low turnover of staff.

The following excerpts from the executive summaries highlight concerns outlined by employers:

### A lack of applicants from designated groups

> Our company requires individuals that are uniquely and highly qualified. It has been our experience that it is extremely difficult to locate people with the required criteria within the target groups.

> There are a number of reasons why women are often not attracted to towboat or shipyard work. Among them:

> - life on a coastal tug boat requires being at sea two weeks per month, living in close quarters with a small crew.

> - work in shipyards is often quite unpleasant as it is extremely dirty, physically demanding and involves working in small confined areas.

### Downsizing

> Since 1982, opportunities within the company, and for external recruitment, have been severely restricted due to economic and operating circumstances which have resulted in sizeable staff surpluses. A significant downsizing effort, including a hiring freeze and retirement incentive programs, has been undertaken over the past 6 years to balance the workforce at appropriate levels without laying off regular employees. This is being accomplished by retraining and reassigning existing staff members. During this period, external recruitment has been extremely limited and restricted to obtaining technical skills which are not available within the company. Therefore, significant changes to the composition of our workforce have not been possible as rapidly as we would like.

### Restrictions under collective agreements

> We are a highly unionized employer, approximately 87% of our work force. Of these unionized employees, some 97% are covered by collective agreements which have union hiring hall provisions, i.e., the Unions operate a manpower dispatch system, thus leaving the employer with little actual control over hirings.

> Employment practices within the installation function are predominantly governed by collective agreements. Consequently, modifications to [our company's] internal practices which would allow for the undertaking of aggressive employment equity initiatives will require negotiation and collaboration with the bargaining units.

**Low turnover of staff**

> Turnover in 1986/87 was 3% and generally speaking, has been very low and as a consequence, meeting established hiring goals in the near future may vary. However, in light of this turnover level, hiring guidelines for entry-level positions have been established.
>
> The pace of hires over the next few years is projected to stay very low for these sectors of our business, reducing the pace at which workforce demographics can change.

Two other areas of concern to the employers were the self-identification process and special measures.

## Self-Identification Process

One hundred and three summaries (74.1%) touched on the self-identification process. This was a slightly problematic area, perhaps because in this first reporting year under employment equity requirements, many employers had never conducted self-identification surveys before.

The reporting requirements include the gathering of data on members of the designated groups – women, persons with disabilities, aboriginal peoples and visible minorities. The choice of method was left to the employers – surveys, questionnaires or personal interviews. Employees were asked to allow themselves to be identified, or identify themselves, as aboriginal peoples, persons with disabilities and members of visible minorities, according to the definitions set out in the Employment Equity Regulations.

Many employers reported a relatively high response rate from employees on the self-identification surveys. Of the 30% who indicated that they had difficulties while conducting the survey, most were in the transportation industry. Four employers from this group reported administrative difficulties, and eight reported negative feedback from staff. Nineteen employers stated that they felt that some designated group members did not identify themselves appropriately within the guidelines. Some of these problems were touched on by other sector employers but not often.

## Special Measures

An employment equity program includes not only the removal of barriers but also special measures taken by employers to remedy the effects or consequences of past discriminatory practices. These adjustments, which are usually an integral part of an employment equity plan, accelerate improvement of the representation of designated group members in a full range of occupations and occupational levels.

Although special measures are introduced to hasten the achievement of a fair and representative workforce, they may also benefit workers who are not members of a designated group. For example, workplace child care and flexible working hours may have been intended originally as a special measure for a specific designated group, yet all employees may benefit.

At a national level, special recruitment efforts were the most common special measure mentioned in the executive summaries. Thirty-nine employers (28.05%) outlined their various hiring practices designed to increase the representation of designated group members.

Twenty-seven percent of the employers reported that they had provided training on employment equity issues to all staff. The third most frequently described measure was the training and development of designated group members. Twenty-two employers (15.83%) outlined their efforts in this area.

Improvement of physical access to buildings was indicated by 13% of all the employers submitting executive summaries. The percentage was higher in the Communications sector, from which 21% of the summaries reported improved physical access to buildings and employment equity training.

The Banking sector referred to the adoption of special measures almost twice as often as those from other industrial sectors. Career counselling, training and development, and employment equity training were highlighted by half the banks reporting. Special recruitment efforts of designated group members were described in 37.5% of the banks' submissions.

**Table I**

**Special Measures Employers Have Adopted or Plan to Adopt by Industrial Sector**

| Special Measures | Banking | | Transportation | | Communication | | Others | |
|---|---|---|---|---|---|---|---|---|
| | FREQ | % | FREQ | % | FREQ | % | FREQ | % |
| Special Recruitment | 6 | 37.5 | 13 | 18.6 | 12 | 42.9 | 8 | 32 |
| Training and Development | 8 | 50.0 | 12 | 17.2 | 5 | 17.9 | 7 | 28 |
| Career Counselling | 8 | 50.0 | 1 | 1.4 | 3 | 10.7 | 3 | 12 |
| Alternate Work Schedules | 2 | 12.5 | 3 | 4.3 | 1 | 3.6 | 1 | 4 |
| Bridging Positions | 1 | 6.3 | 2 | 2.9 | 1 | 3.6 | 1 | 4 |
| Scholarships | 2 | 12.5 | 4 | 5.7 | 4 | 14.3 | 2 | 8 |
| Designated Inventories | 2 | 12.5 | 3 | 4.3 | 3 | 10.7 | 5 | 20 |
| Improved Physical Access | 4 | 25.0 | 6 | 8.6 | 6 | 21.4 | 2 | 8 |
| Technical Aids | 2 | 12.5 | 2 | 2.9 | 4 | 14.3 | 0 | 0 |
| Job Redesign | 2 | 12.5 | 2 | 2.9 | 0 | -- | 0 | 0 |
| Employment Equity Training | 8 | 50.0 | 19 | 27.1 | 6 | 21.4 | 5 | 20 |
| Procedures for EE Complaints | 3 | 18.6 | 3 | 4.3 | 1 | 3.6 | 0 | 0 |

Except in the transportation sector, the most frequently adopted special measure was special recruitment. The transportation industry referred to employment equity training slightly more often than special recruitment. As well, 17% of this sector highlighted past, present and future training and development. The use of designated group inventories was outlined by 20% of the other federally regulated employers. These inventories, which may be developed internally, supply the employer with a list of qualified designated group applicants.

Besides recognizing the importance of educating staff on employment equity issues, an essential step towards equality in the workplace, employers are looking beyond the present special measures and have come up with such initiatives as job sharing, employee assistance programs, summer experience programs for designated group members, alternate work schedules, scholarship programs and technical aids.

The executive summaries have provided an important avenue for employers to augment their statistical employment equity report. As a result of the unstructured format, employers were able to discuss a diverse range of issues, yet there were recurring themes. The information provided in the summaries was a welcome enhancement to the employment equity reports.

# 3

# Industrial Sector Profiles

Employers required to report under the Employment Equity Act have been grouped according to Statistics Canada's *Standard Industrial Classification: 1980* , in order to allow for analysis by industrial sector. The following sectors are the main industrial groupings. See Appendix A, "Notes on Data" for further information.

## Banking

The Canadian commercial banking system consists of 66 privately owned banks, operating under the provision of the Bank Act (1980). It has evolved over the past 160 years into a comprehensive network of about 7000 branches across the country and now accounts for 1.1% of the country's Gross Domestic Product. With assets of $486 billion in 1987, the Banking sector, which falls under the federal supervision of the Office of the Superintendent of Financial Institutions, is the largest of Canada's financial "four pillar" system. The other three pillars are the trust companies, the insurance firms and the securities industry, all of which fall under provincial jurisdiction.

Of the eight domestic (Schedule A) and 58 foreign-based (Schedule B) banks in Canada, six institutions account for more than 85% of all bank assets and almost 95% of total employment in the sector (approximately 170,000 people in 1987). These six are the Canadian Imperial Bank of Commerce, the Bank of Montreal, the Bank of Nova Scotia, the Toronto-Dominion Bank, the National Bank and finally, the Royal Bank of Canada. The Royal Bank is the largest with over $102 billion in assets and 42,800 employees, accounting for almost one quarter of all bank assets and bank employment in the country.

Although employment in the Banking sector grew by about 6% between 1982 and 1987, a shift in the economic climate has caused banks to reduce staff levels in order to streamline operations and improve profits. This belt-tightening is partly in response to the $610 million in combined losses reported by all the major chartered banks (except the Toronto-Dominion) in 1987, the first time in recent bank history that healthy profits have not been posted. The losses were caused by the massive increases in provisions for loss against the banks' $25 billion in loans to financially-troubled Third World countries. Profits before this special provision stood at $2.9 billion. Up until 1986, however, the five largest Canadian banks ranked among the ten most profitable institutions in the country.

The Banking sector is the least unionized in Canada with only 1% of all bank employees holding union membership.

The 1987 changes to the Bank Act heralded the first wave of deregulation within Canada's financial sector. By allowing a greater degree of common ownership of banks, investment and securities firms, these changes have enabled the chartered banks to step into the profitable but high-risk business of buying and selling securities. Consequently, most of the domestic banks have acquired the larger existing securities firms. Competition in financial services will get even stiffer with the passage of the new Trust and Loan Companies Act which will let trust companies expand into insurance, banking and securities activities.

To prevent a reoccurrence of the upheavals of the mid-1980s when two domestic banks failed in just over a year, a committee has been formed to ensure adequate information exchange and consultation on supervisory matters relating to solvency, last-resort lending and the risk of deposit insurance pay-out.

## Communications

In a country which spans six time zones, with population pockets often separated by vast distances and geographical barriers, communications play an essential role. Canada has developed a world-class system, telecommunications accounting for 2.9% of the nation's Gross Domestic Product.

The sector comprises telecommunications carriers, broadcasting organizations and postal/courier delivery companies. Of these, telecommunications has been the fastest growing area, accounting for 74.4% of the sector's share of the Gross Domestic Product.

In 1986, the Canadian Communications sector employed more than 253,000 people and generated about $12 billion in revenue. Federally regulated carriers employed 66.4% of telecommunications employees and accounted for 69.8% of all revenue. Bell Canada is by far the largest employer with 73.5% of the employees and 76.5% of the revenues of federally regulated carriers.

Traditionally, Canada's telephone carriers have maintained a monopoly in a virtually non-competitive and loosely controlled environment. However, this situation appears to be changing. Federal and provincial officials are hoping to reach an agreement this year on a new telecommunications regulatory process and a new framework for competition.

Apart from its cultural and social significance, Canada's broadcasting system is important in terms of size, with total employment in 1987 of almost 44,000. Despite the fact that all broadcasters except the CBC have gradually increased their workforce over the past ten years, CBC is still the single largest employer with over 32% of all employees in the Broadcasting sector. Private radio employs 27%, private television 21% and cablevision, some 20%. Of the industry's $2.6 billion in revenue in 1986, private television interests generated 38%, cable 29%, and private radio 23%, while the CBC and others accounted for the remaining 10%.

Although all broadcasting organizations have been profitable, the cable television industry has shown strong growth over the past five years, with net profits quadrupling since 1982.

The gradual breakdown of the boundaries between telecommunications, broadcasting, computers and other technologies is creating the incentive for entirely new products and services. Today, Canada is a leader in digital technology, satellite communications, fibre optics, videotex and standards for computer communications.

Cellular systems, another new and largely Canadian-pioneered technology, is expanding at such speed that the number of subscribers is expected to more than triple in just two years and to reach a value of $1.5 billion in telephones and services.

Canada Post Corporation and Canada's courier companies together employed 100,000 Canadians and generated about $4 billion in revenue in 1987. Canada Post, which has about 13,000 outlets across the country, more than half of which are operated by private business, accounted for

approximately 70% of this employment and 77% of the revenues ($3.1 billion). However, it is facing greater competition for many of its products and services from private courier firms throughout the country.

## Transportation

Like Communications, Transportation is extraordinarily important to Canada where, for geographic and political reasons, expenditures on transportation are proportionally among the highest of any industrialized nation in the world. Public and for-hire transportation of freight and passengers accounts for almost 4% of the Gross Domestic Product, and provides jobs for about 334,000 people, approximately 2.5% of the labour force.

There are six public modes of intercity transportation: trucking, rail, water, air, bus and pipeline.

### Trucking

Of all the modes of transportation, trucking has accelerated into the lead in operating revenues ($8.6 billion in 1986), employment (about 112,000 in 1987) and contribution to the Gross Domestic Product (1.4%). In 1986, the most recent year for which data are available, there were about 6150 for-hire trucking firms and about 25,000 sole owner-operators or partnerships in intercity trucking in Canada.

### Rail

Rail currently leads the field in freight transportation (measured in tonnes-kilometres transported). The railways provide employment for about 80,000 people and contribute just under 0.9% to the Gross National Product. Operating revenues came to $7.6 billion in 1986.

The two major players in the Canadian railway industry are Canadian National (CN) and Canadian Pacific Rail (CP Rail), each with its own transcontinental system. In 1986, CN accounted for 52% of all rail freight revenues and CP Rail for 39%. In addition, there are about 30 regional railways, which account for the remaining 9% of revenues.

Passenger transportation, while formerly of great importance, has dwindled to less than 4% of rail operating revenues. Another Crown corporation, VIA Rail, was set up in 1977 with a mandate to revitalize passenger rail services in Canada. With the exception of commuter services, VIA Rail has total responsibility for all intercity passenger trains previously operated by CN and CP Rail. In 1986, VIA Rail generated 81% of all rail passenger revenues in Canada.

### Water

While water transportation continues to be a relatively inexpensive and convenient means of moving freight, the shipping industry has been declining somewhat in recent years. Its contribution to the Gross Domestic Product is currently about 0.4% and it employs about 25,000 people. Operating revenues in 1986 amounted to $2.2 billion, with about 226 for-hire carriers, 39 private carriers and 31 government-operated carriers in the industry.

Canadian carriers operate mainly in the Great Lakes – St. Lawrence system and in the Atlantic and Pacific coastal trade. In 1987, Canadian ports handled 227 million tonnes of international cargo and 135 million tonnes of domestic cargo. Canadian carriers accounted for about two thirds of the domestic tonnage but less than one fifth of the international tonnage.

### Air

From the start of commercial aviation in Canada in the 1920s, the growth and technological evolution of air transportation have been phenomenal. Today, air transportation completely dominates the long-distance passenger market. In 1987, Canadian airlines had operating revenues of about $6.2 billion, an increase of 110% in real terms since 1971. They provide employment for about 55,000 people and contribute 0.6% to the Gross Domestic Product.

In 1987, the airlines flew 42 billion revenue passenger kilometres in unit-toll services and a further 13 billion in charter services which have been growing steadily in importance.

Currently, only three Canadian airlines offer a national scheduled service: Air Canada, the largest with 44% of industry operating revenues in 1987, closely followed by Canadian Airlines International at 30%, and Wardair a distant third at 6%. In order to secure feeder services to their mainline networks, both Air Canada and Canadian Airlines International have either purchased or taken strong equity positions in regional airlines across the country.

### Intercity Bus

In 1986, there were 34 companies providing intercity passenger bus services in Canada. Intercity bus companies provided employment for about 3400 people in 1987 and contributed 0.03% to the Gross Domestic Product. Operating revenues in 1986 came to $0.34 billion, which is roughly comparable with intercity rail passenger transportation. The three leading companies are, in order, Greyhound Lines of Canada Ltd., Voyageur Enterprises Ltd. and Gray Coach Lines.

### Pipelines

Oil and natural gas pipelines have become a significant factor in Canadian transportation, with about 43 companies employing 7200 people and contributing 0.4% to the Gross Domestic Product. In natural gas, the leading company is Trans-Canada Pipe Lines Ltd., which accounted for about half of all natural gas throughput in 1987. In oil transportation, the leader is Interprovincial Pipe Line Ltd., with almost two thirds of the oil throughput in 1987.

## Others

### Nuclear Energy

Canada's nuclear industry, made up of mining, research and manufacturing firms, is regulated by the Atomic Energy Control Board (AECB). In total, the industry generates about $4 billion annually in economic activity and directly employs over 30,000 people. It is estimated that more than 100,000 Canadian jobs depend on the nuclear power industry.

Canada is the leading producer of uranium in the world with most of the mining concentrated in Ontario and Saskatchewan. In early 1988, it was announced that after almost 45 years as a Crown corporation, Eldorado Nuclear Ltd., the oldest and largest uranium mining company in North America, will be merged with the provincially-owned Saskatchewan Mining Development Corporation. This merger will make the new company one of the largest uranium producers in the world, accounting for 40% of Canada's uranium production and 14% of the western world's total supply.

Another Crown corporation, the Atomic Energy of Canada Limited (AECL), and about 100 privately-owned nuclear manufacturing companies make up the rest of Canada's nuclear industry. AECL, best known for its CANDU nuclear reactors, employed about 5000 people and generated $4.25 billion in revenue in 1987.

### Frontier Lands Oil and Gas

The search for new sources of oil and natural gas has extended in recent years to Canada's frontier lands, including the Yukon Territory, the Northwest Territories, Hudson Bay and most of the country's offshore areas. Responsibility for the regulation of oil and natural gas exploration, development and production on Canada's frontier lands rests with the Canada Oil and Gas Lands Administration (COGLA). However, joint management and revenue-sharing accords pertaining to offshore oil and gas resources have been signed recently with Newfoundland and Nova Scotia.

In 1986, at peak periods, about 5300 people worked in petroleum-related jobs on the frontier lands. During the same year, a total of $1.0 billion was invested in development and production activities related to oil and natural gas, 98% of which was exploration. However, these expenditures are only about half the 1985 figure, a consequence of the continued low price of petroleum products.

To date, low prices have severely limited oil and natural gas production in the frontier lands. In 1986, oil production was largely restricted to the Norman Wells field (Mainland Territories) which produced 1.4 million cubic metres. Small amounts were also produced at Amauligak in the Beaufort

Sea and Bent Horn in the Arctic Islands. During the same year, 205 million cubic metres of natural gas were produced at Pointed Mountain, and 188 million cubic metres at Norman Wells, both in the Mainland Territories.

## Flour and Feed Mills

The flour milling industry in Canada consists of those firms which primarily mill wheat and other cereal grains into flour and meal and to a lesser extent blend milled cereal products. Of the 47 milling establishments in the country, 15 are in western Canada where milling capacity is declining. However, it has been slowly but steadily increasing in eastern Canada. This reflects the continuing closure of older western mills built earlier in the century to serve export markets which have now disappeared. In the last 20 years, the Canadian share of world trade in flour has declined from roughly 20% to about 8% today.

Western Canada accounts for about 25% of total employment in the sector, with about 750 of the 3000 employees across Canada located in the Prairie provinces and British Columbia. Most mills in Canada, though generally profitable, have been operating at around 70% of their rated capacity throughout the 1980s.

The milling industry is highly regulated, and plants can operate only under licenses issued by the Canadian Grain Commission, which also inspects plant operations. Because strict import restrictions exist on wheat and wheat products, the industry operates in an essentially closed market.

## Commercial Grain Elevators

The Canadian grain elevator system, which employs about 6300 people, includes (as of 1 August 1987) 1845 licensed commercial elevators with a combined storage capacity of 15.2 million tonnes. Saskatchewan leads in licensed elevator capacity with 27% of the total, followed by Ontario with 23% and Alberta with 19%.

Commercial grain elevators are owned either by producer co-operatives or by private grain companies. The last government-owned elevator was sold in 1981. In 1987, although there were 92 companies and individuals licensed to operate elevators, over half the total storage capacity was owned by only four organizations, the Saskatchewan Wheat Pool (22% of the total), Alberta Wheat Pool (12%), United Grain Growers Ltd. (11%) and the Pioneer Grain Company (7%).

Over the last 20 years there has been a 64% reduction in the number of licensed elevators and a 21% reduction in storage capacity. Most of this decline is in Saskatchewan and Alberta.

# 4

# Overview: The Employment Equity Workforce

## Introduction

This section provides an overview of the data collected in 1987 as a result of the Employment Equity Act.[1] The purpose is to set the context for the analysis of each of the designated groups by describing the employment equity workforce as a whole. All the data pertain to 1987. Each of the designated groups is covered in a separate section in this chapter.

## Main Findings

The occupational structure of the workforce covered by the Act is very different from that of the Canadian labour force. The much higher proportion of Semi-skilled Manual Workers' and Clerical Workers' positions reflects the sectoral composition of the employers covered under the Act, particularly the large concentration of employment in the Transportation and Banking sectors.

Employment growth for those employers covered under the Act was very low in 1987. Although there was a marginal decrease in full-time employment, part-time employment actually increased. Once again, this may be partially explained by certain sectoral characteristics. For example, the Transportation, Communications and Banking sectors are undergoing significant restructuring.

### Sectoral Distribution of Employers

Table 1 shows the sectoral distribution of the employers under the Act as well as their average number of employees. About 90% of the employers were concentrated in three broad industrial sectors. This high degree of sectoral concentration is very different from that which exists in the Canadian economy.

### Workforce

The 363 employers' reports included in this analysis covered a total of 586,861 permanent full-time,

1 For more information, see Appendix A, "Notes on Data."

**Table 1:**
**Number of Employers and Average Number of Employees by Industrial Sector in the Employment Equity Workforce**

| Industrial Sector | Average Number of Employers | Number of Employees |
|---|---|---|
| Banking | 22 | 7,705 |
| Transportation | 207 | 972 |
| Communications | 85 | 2,061 |
| Others | 49 | 837 |
| All Sectors | 363 | 1,617 |

permanent part-time and temporary employees in the workforce under the jurisdiction of the Employment Equity Act in 1987. This represented approximately 50% of the federally regulated workforce. Approximately 10% of the Canadian labour force is under federal jurisdiction. The number of employees covered under the Act represented about 4.2% of the Canadian labour force.

## Employment Status

Table 2 shows the distribution of the workforce across industrial sectors and by employment status. Almost 90% of the workforce were employed in permanent full-time positions; 9.5% were in part-time jobs; and only 1.2% were classified as temporary.[2] The proportion of full-time employees is almost 5% greater than that for the Canadian labour force.

## Distribution Across Industrial Sectors

The Transportation sector employed the largest proportion of the workforce under the Act at 34.3%; Communications accounted for 29.9%. The Banking sector accounted for 28.9% of full-time employment and almost 50% of all part-time employment.

## Geographic Location

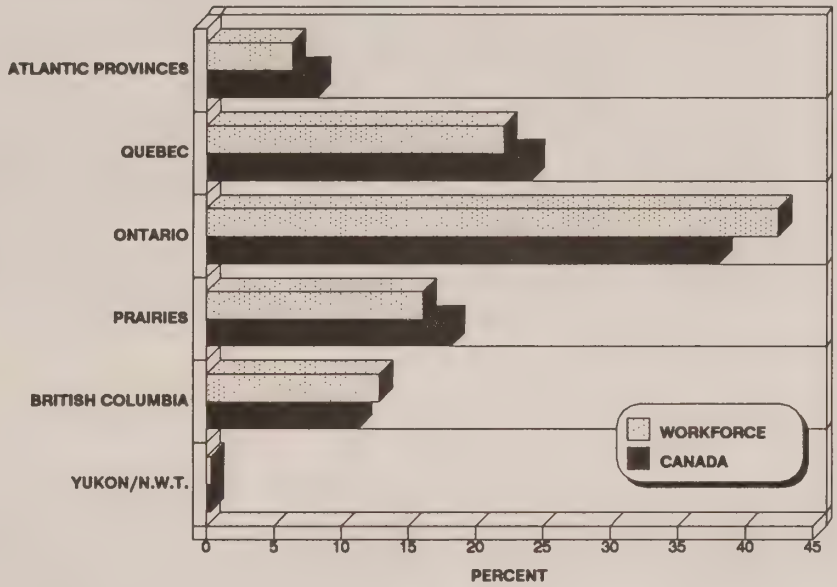
The regional distribution of the workforce under the Act fairly closely parallels that for the Canadian labour force in Graph 1. The workforce covered under the Act was concentrated in Ontario (42.4%) and Quebec (22%).

## Salaries

In 1987, the estimated overall average salary of employees in the workforce covered under the Act was $29,274. The estimated average part-time salary was $14,030. The average full-time salary was $31,047. This was $1952 more than the

2 Temporary employment figures do not accurately reflect the full numbers because employers did not have to report their temporary employees if they represented less than 20% of their workforce.

## GRAPH 1: LOCATION OF CANADIAN LABOUR FORCE AND THE WORKFORCE UNDER THE ACT




## GRAPH 2: SALARY DISTRIBUTIONS FOR THE WORKFORCE UNDER THE ACT

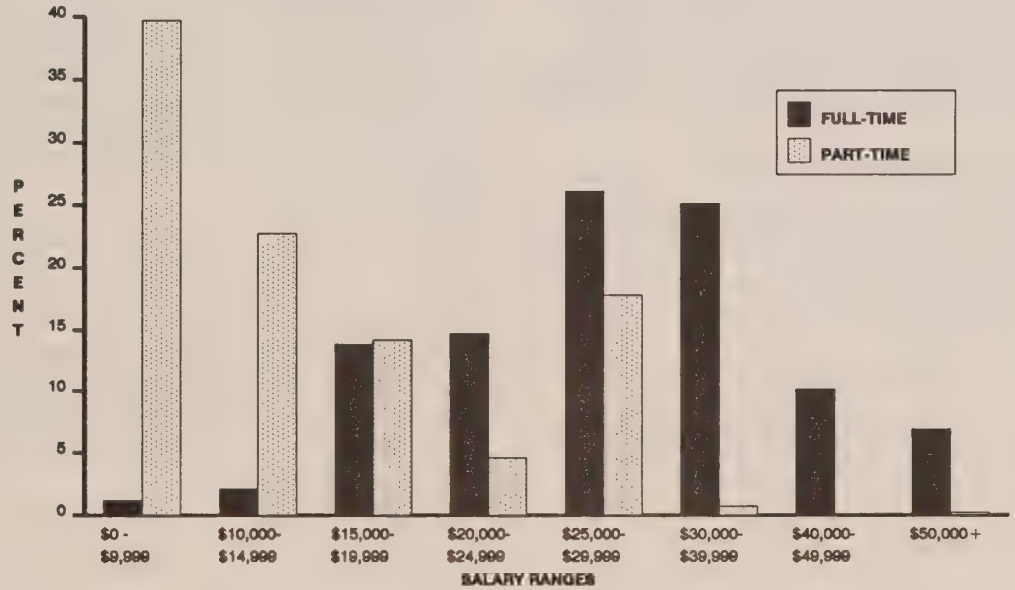


**Table 2:**
**Number of Employees in the Employment Equity Workforce by Employment Status and by Industrial Sector**

| Employment Status | Banking | Transportation | Communications | Others | All Sectors |
|---|---|---|---|---|---|
| Full-time | 141,747 | 188,001 | 155,316 | 38,853 | 523,917 |
| Part-time | 27,226 | 9,218 | 17,479 | 1,783 | 55,706 |
| Temporary | 534 | 3,891 | 2,429 | 384 | 7,238 |
| Total | 169,507 | 201,110 | 175,224 | 41,020 | 586,861 |

full-time average salary for the Canadian labour force.[3] This difference was maintained even when the differences in the representation of men and women and occupational distribution were taken into account.

## Distribution of Workforce Across Salary Ranges

Graph 2 shows the distribution of the workforce by employment status across salary ranges. Over 50% of the full-time employees in the workforce were paid between $25,000 and $39,999. Over 60% of part-time employees were paid less than $15,000.

## Salaries by Industrial Sector

Table 3 shows the average full-time salaries for the workforce by industrial sector. The lowest average salary was $27,210 in the Banking sector; the highest was $34,200 in Others.

## Occupational Distribution

Table 4 compares the occupational distribution of full-time employees across industrial sectors with the full-time occupational distribution in the Canadian labour force. The four largest occupational groups were Clerical Workers, Semi-skilled Manual Workers, Middle and Other Managers and Skilled Crafts and Trades Workers. These accounted for over 70% of the workforce covered. The same four occupational categories accounted for only 40.6% of the Canadian labour force.

The largest difference between the two distributions was in the Clerical and Semi-skilled Manual occupational groups. More than 25% of full-time employees under the Act hold Clerical positions compared to only 17% in the Canadian labour force, and about 20% are in Semi-skilled occupations compared to less than 10% in the Canadian labour force.

## Distribution by Industrial Sector

The occupational distribution of full-time workers in the industrial sectors under the Act (see Table 5) helps to explain the differences between the employment equity workforce and the Canadian labour force. The Banking sector accounted for

3 Unpublished data, Statistics Canada, Census 1986. 1985 dollars converted to 1987 dollars using the Consumer Price Index.

**Table 3:**
**Estimated Average Salaries for Full-time and Part-time Employees in the Employment Equity Workforce by Industrial Sector**

| Industrial Sector | Full-time | Part-time |
|---|---|---|
| Banking | $27,210 | $10,833 |
| Transportation | $31,939 | $10,654 |
| Communications | $32,668 | $21,224 |
| Others | $34,200 | $12,664 |
| All Sectors | $31,047 | $14,030 |

Note: Estimates from Forms #3: Salary Distributions.

**Table 4:**

**Occupational Distribution of Full-time Employees in the Employment Equity Workforce, by Industrial Sector and in the Canadian Labour Force**

| Occupational Group | Banking | Transport-ation | Communi-cations | Others | All Sectors | Canadian Labour Force |
|---|---|---|---|---|---|---|
| Upper level Managers | 0.9% | 0.8% | 0.7% | 1.6% | 0.9% | 1.4% |
| Middle and Other Managers | 24.2% | 5.4% | 13.0% | 11.9% | 13.2% | 7.0% |
| Professionals | 11.0% | 2.1% | 3.8% | 10.0% | 5.6% | 12.0% |
| Semi-Professionals and Technicians | 1.7% | 5.5% | 8.6% | 8.2% | 5.6% | 4.6% |
| Supervisors | 6.4% | 2.4% | 1.5% | 4.4% | 3.4% | 2.4% |
| Foremen/Women | 0.0% | 5.1% | 3.3% | 4.0% | 3.1% | 2.7% |
| Clerical Workers | 54.7% | 15.3% | 20.6% | 15.3% | 27.5% | 17.0% |
| Sales Workers | 0.3% | 3.1% | 4.0% | 1.1% | 2.5% | 7.7% |
| Service Workers | 0.3% | 5.6% | 0.1% | 1.3% | 2.2% | 10.0% |
| Skilled Crafts and Trades Workers | 0.2% | 17.1% | 13.6% | 10.5% | 11.0% | 7.6% |
| Semi-skilled Manual Workers | 0.1% | 27.2% | 28.5% | 16.4% | 19.4% | 9.0% |
| Other Manual Workers | 0.2% | 10.6% | 2.3% | 15.3% | 5.7% | 14.9% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% |

nearly 54% of the full-time Clerical positions held by employees in the workforce. The proportion of Clerical Workers in all other sectors is similar to the proportion of Clerical Workers in the Canadian labour force.

The Semi-skilled Manual occupational group was proportionately three times larger in the Transportation and Communications sectors in the workforce covered under the Act than in the Canadian labour force. All industrial sectors in the employment equity workforce, with the exception of Transportation, showed proportionately more Middle and Other Managers occupations than that in the Canadian labour force.

The occupational distribution of the part-time workforce under the Act is heavily concentrated in the Clerical and Semi-skilled Manual Workers occupational groups, with more than 80% of part-time workers in these two groups alone. In the Banking sector, 96.8% of part-time employment was in Clerical. The Semi-skilled Manual Workers category accounted for 52.9% of part-time employment in the Communications sector and 47.4% of the part-time employment in Others.

## Hirings and Terminations

Employers under the Act reported a total of 76,364 hirings and 74,067 terminations. The difference between these two activities yielded 2297 new jobs. This represented only 0.4% net growth in employment. This was much lower than employment growth in the Canadian labour force as a whole. Furthermore, the growth that did occur in the workforce was concentrated solely in part-time jobs. In fact, full-time employment decreased by about 1% in 1987, while part-time positions increased by 15%. This is a different trend from that seen for the Canadian labour force where growth in full-time employment was 3.1% while that for part-time was less than 1% in 1987.[4]

## Hirings and Terminations by Industrial Sector

Table 6 summarizes the information on hirings and terminations for full-time and part-time employment across the industrial sectors. It indicates that this slight shift from full-time to part-time employment occurred in all industrial sectors.

This shift on the occupational distribution of the workforce was most evident in the full-time Middle and Other Managers and Foremen/Women groups where much of the decrease occurred. The largest increase in employment was in part-time Clerical and Other Manual occupations.

## Promotions

In 1987, a total of 67,785 promotions were reported by employers under the Act. Over 94% of these promotions were in full-time positions. There were limited opportunities for upward movement within part-time employment.

Table 7 summarizes promotions for full-time and part-time employment in each industrial sector. More than 57% of the full-time promotions were in the Banking sector. This was a significantly larger proportion than its 27% share of the full-time workforce covered under the Act. The trend is similar in part-time employment where Banking accounted for 69% of part-time promotions compared with its 49% share of the part-time workforce.

The overall effect of promotions on the occupational distribution of the workforce was minimal. Notably, in Banking over 40% of full-time promotions went to Clerical Workers and about 33% went to Middle and Other Managers. Almost all part-time promotions in Banking were in the Clerical Workers category.

4 Statistics Canada, *The Labour Force*, January 1988.

**Table 5:**

**Occupational Distribution of Part-time Employees in the Employment Equity Workforce by Industrial Sector**

| Occupational Group | All Sectors | Banking | Transportation | Communications | Others |
|---|---|---|---|---|---|
| Upper level Managers | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% |
| Middle and Other Managers | 1.2% | 0.0% | 0.2% | 0.8% | 0.7% |
| Professionals | 0.9% | 0.3% | 0.3% | 1.7% | 0.6% |
| Semi-Professionals and Technicians | 0.2% | 1.7% | 5.7% | 7.6% | 2.4% |
| Supervisors | 0.6% | 0.1% | 0.5% | 0.8% | 0.5% |
| Foremen/Women | 0.0% | 0.1% | 0.1% | 0.0% | 0.1% |
| Clerical Workers | 96.8% | 29.0% | 25.8% | 19.2% | 60.8% |
| Sales Workers | 0.0% | 9.7% | 2.8% | 2.1% | 2.6% |
| Service Workers | 0.1% | 4.9% | 0.4% | 15.2% | 1.5% |
| Skilled Crafts and Trades Workers | 0.1% | 1.6% | 3.4% | 1.1% | 1.4% |
| Semi-skilled Manual Workers | 0.0% | 26.8% | 52.9% | 47.4% | 22.6% |
| Other Manual Workers | 0.1% | 25.9% | 7.7% | 4.1% | 6.9% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

**Table 6:**
**Hirings, Terminations and Net Effect, for Full-time and Part-time Employees in the Employment Equity Workforce by Industrial Sector**

| Industrial Sector | Hirings | | Terminations | | Net effect | |
|---|---|---|---|---|---|---|
| | Full-time | Part-time | Full-time | Part-time | Full-time | Part-time |
| Banking | 12,979 | 8,690 | 15,187 | 6,372 | (2,208) | 2,318 |
| Transportation | 24,921 | 6,793 | 26,826 | 4,699 | (1,905) | 2,094 |
| Communications | 8,496 | 6,602 | 9,560 | 3,907 | (1,064) | 2,695 |
| Others | 3,249 | 706 | 4,000 | 465 | (751) | 241 |
| Total | 49,645 | 22,791 | 55,573 | 15,443 | (5,928) | 7,348 |

Note: Negative numbers are between parentheses.

**Table 7:**
**Promotions for Full-time and Part-time Employees in the Employment Equity Workforce by Industrial Sector**

| Industrial Sector | Promotions | |
|---|---|---|
| | Full-time | Part-time |
| Banking | 36,909 | 2,548 |
| Transportation | 14,449 | 129 |
| Communications | 9,911 | 979 |
| Others | 2,709 | 26 |
| All Sectors | 63,978 | 3,682 |

## Designated Groups: Profiles and Analyses

The four groups specifically designated by the Employment Equity Act are:

- women
- aboriginal peoples
- persons with disabilities
- members of visible minorities

This chapter presents an analysis of the position of each designated group from two perspectives: Part I outlines the position of the designated group within the Canadian labour force.[1] as a whole, based on data from the 1986 Census of Canada. Part II is an analysis which summarizes the status of the group in the workforce governed by the employment equity legislation.[2]

The tables within the text illustrate the status of each group within the employment equity workforce. (For a complete consolidation of the data concerning these groups, refer to the second volume of this Report, Employment Equity Act Annual Report to Parliament 1988, Tables). The tables showing the representation of the designated groups in the Canadian labour force are grouped in Appendix B to allow for comparison across the four groups.

The designated groups make up more than half of the total population of Canada. However, all of these groups have a higher rate of unemployment than that of the total population. Women made up slightly more than half the Canadian population in 1986. According to the 1986 Census figures, there were 712,000 individuals identified as aboriginal peoples, which represented 2.8% of the total population. [3] There were 3.3 million people with disabilities representing 13.2% of the Canadian population, about three million in private households and 250,000 in health-care institutions. There were 1.5 million members of visible minorities, which accounted for 6.3% of the Canadian population.

1 Occupational data from the 1986 Census were compiled using the population who worked in 1985 or 1986 for women, aboriginal peoples and visible minorities. This population included the experienced labour force (both employed and unemployed) and those not currently in the labour force who last worked sometime in 1985 or 1986. The experienced labour pool for persons with disabilities includes the experienced labour force (both employed and unemployed) and those not currently in the labour force who had worked sometime in the period 1981 to 1986. Unpublished data, Statistics Canada, 1986 Census, The Health and Activity Limitation Survey.

2 This workforce refers to those people who were reported as employees in 1987 by employers under federal jurisdiction who were subject to the Employment Equity Act. Employees were reported according to the total number of men and women and according to the numbers of individuals within the four designated groups who identified themselves as such, or who agreed to be identified as such, for the purposes of the Employment Equity Act.

3 All 1986 Census figures include the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.

## Women

## Part I: Profile of Women in the Canadian Labour Force

The number of Canadians in the labour force rose from 64.8% of the total population in 1981 to 66.5% in 1986. This increase reflected the growing number of women in the labour market. Total employment rose by 534,300 during this period; women accounted for 95% of this increase. Whereas the participation rate of men decreased slightly from 78.2% to 77.5%, the rate for women increased from 51.8% to 55.9%. The most significant increase occurred among women between the ages of 25 and 44, whose participation rate rose from 65.2% in 1981 to 73% in 1986.

In 1986, the unemployment rate for women was 11.2% in comparison to 9.6% for men. Unemployment was higher for women than for men in all age groups except between the ages of 15 and 24. Women comprised 44% of workers in all occupations in Canada, but they were not equally represented in all occupations. They held 17.4% of Upper-level Managers positions and 33.1% of Middle and Other Managers positions in 1986. Women were under-represented in the Skilled Crafts and Trades occupations where they made up 8.3% of the workforce. In comparison, 14% of the Semi-skilled Manual occupations and 29.2% of Other Manual occupations were held by women. Conversely almost 80% of all Clerical Workers and 61.3% of all Service Workers were women.

The statistics for occupational distribution indicate that most women in Canada still work in Clerical, Sales and Service Workers occupations (more than half the women in the workforce as compared to about one fifth for men). Less than 6% of women were in management jobs compared to 10.5% of men. Over 45% of men were employed in Skilled Crafts and Trades, Semi-skilled Manual and Other Manual Workers occupations compared to 14.2% of women. There were less than 90,000 women in Skilled Crafts and Trades occupations compared to more than 600,000 working in Other Manual occupations.

## Part II: Status of Women in the Workforce Covered Under the Employment Equity Act

### Representation in the Employment Equity Workforce

The 241,537 women in this workforce in 1987 represented 41.2% of the overall employment equity workforce, about 2.8% less than their representation in the Canadian labour force. It is estimated that 22,000 women were also members of one or more of the three other designated groups. This dual membership represented approximately 9% of all women in the workforce under the Act.

#### Representation by Employment Status

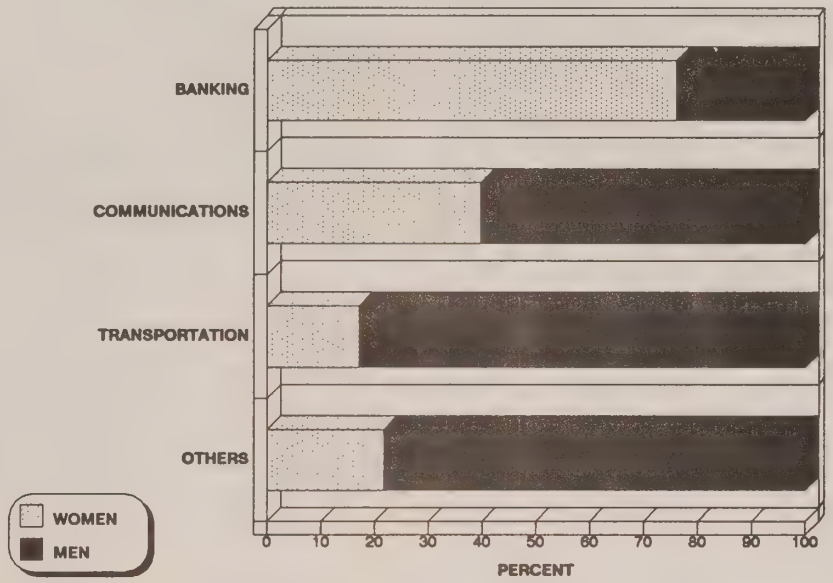
Table 1 shows that 81.8% (197,656) of women in the workforce were in permanent full-time jobs, 17.2% (41,557) were reported in part-time employment, and 1% (2324) were in temporary positions. The distribution of men in the workforce was somewhat different; 94.5% were full-time employees, and 4.1% were part-time and 1.4% worked in temporary jobs.

Women held 37.7% of all full-time jobs in the workforce, 74.6% of the part-time jobs and 32.1% of the temporary positions.

#### Representation by Industrial Sector

Graph 1 shows that women accounted for more than three quarters of all employees in the Banking sector; they held 72.5% of the full-time jobs in this sector and 94.4% of the part-time jobs. However, women held less than 40% of the jobs in all the other industrial sectors. In Communications, women held 36.8% of the full-time positions and 64.4% of the part-time positions. In Transportation, women accounted for 17% of all employees. They

## GRAPH 1: REPRESENTATION OF WOMEN AND MEN BY INDUSTRIAL SECTOR




## GRAPH 2: FULL-TIME SALARY DISTRIBUTIONS OF WOMEN AND MEN IN THE WORKFORCE

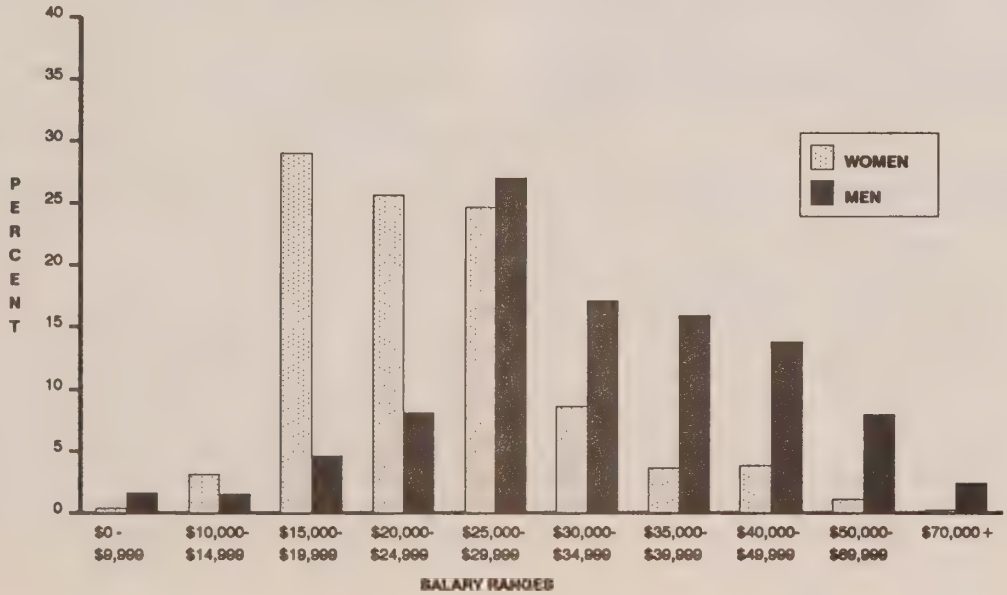


**Table 1:**
**Distribution of Women and Men, by Employment Status and by Industrial Sector**

| Employment Status | Banking | Transportation | Communications | Others | All Sectors |
|---|---|---|---|---|---|
| Full-time | 141,747 | 188,001 | 155,316 | 38,853 | 523,917 |
| Men | 38,931 | 158,283 | 98,212 | 30,833 | 326,263 |
| Women | 102,816 | 29,716 | 57,104 | 8,020 | 197,656 |
| Women's % | 72.5% | 15.8% | 36.8% | 20.6% | 37.7% |
| Part-time | 27,226 | 9,218 | 17,479 | 1,783 | 55,706 |
| Men | 1,537 | 5,335 | 6,214 | 1,063 | 14,149 |
| Women | 25,689 | 3,883 | 11,265 | 720 | 41,557 |
| Women's % | 94.4% | 42.1% | 64.4% | 40.4% | 74.6% |
| Temporary | 534 | 3,891 | 2,429 | 384 | 7,238 |
| Men | 36 | 3,391 | 1,206 | 281 | 4,914 |
| Women | 498 | 500 | 1,223 | 103 | 2,324 |
| Women's % | 93.3% | 12.9% | 50.3% | 26.8% | 32.1% |
| All | 169,507 | 201,110 | 175,224 | 41,020 | 586,861 |
| Men | 40,504 | 167,011 | 105,632 | 32,177 | 345,320 |
| Women | 129,003 | 34,099 | 69,592 | 8,843 | 241,537 |
| Women's % | 76.1% | 17.0% | 39.7% | | |

held 15.8% of full-time jobs and 42.1% of part-time jobs.

### Distribution across the Industrial Sectors

The majority of women (53.4%) worked in the Banking sector. The Communications sector employed the second largest number (28.8%), followed by Others (21.6%) and Transportation (13.3%).

## Average Salaries in the Employment Equity Workforce

The estimated average salary for all women in the workforce was $22,767 or 67.3% of the estimated average salary for men.

The estimated average salary for women who worked full-time in the workforce was $24,675, which was 70.7% of men's average full-time salary.

Women's full-time average salary for the workforce under the Act was $2900 or 13.5% more than that of women in the Canadian labour force. Men's salary in the workforce was 5.4% greater than the average salary of men in the Canadian labour force.

For permanent part-time work, women were paid an estimated average salary of $13,947, which was 97.7% of men's part-time average salary.

Graph 2 provides further illustration of the wage gap between men and women in the workforce. Note that the two distributions were very different. Women were more heavily concentrated than men in the lower salary ranges. Over 58% of women working full-time were paid less than $25,000 compared to 15.8% of the men. Nearly one in four men (24.1%) was paid more than $40,000 compared to one in 20 women (5%).

### Salaries by Industrial Sector

The average full-time salary for women was lowest in the Banking sector at $22,368, 55.9% of men's full-time average in this sector.[1] This represented the widest salary gap between women and men. The highest average full-time salary was paid to men in the Banking sector. In each of the other industrial sectors, women working full-time were paid less than 80% of men's salaries.

### Salary Quarters and Occupational Distribution

Employers under the Act were also required to provide information on the distribution of the designated groups across salary quarters within each occupational group.[2] Table 3 presents a series of measures that indicate "where", in terms of the salary quarters, men and women were within each occupational group. It shows that women were employed more often in lower salary ranges than were men. While these differences were not always significant, they were present for almost all occupational groups and for all industrial sectors.

## Occupational Distribution

There were considerable differences between the distribution of men and women working full-time across occupational groups. Women were nearly nine times more likely to hold Clerical Workers jobs than were men. Less than 0.5% of women worked in Skilled Crafts and Trades occupations, compared to 17.4% of men. The differences were nearly as large in the Semi-skilled Manual occupations where 7% of women were employed compared to 27% of men.

Women in the workforce were twice as likely to work in Middle and Other Managers, Supervisors, Clerical and Semi-skilled Manual occupational groups as were women in the Canadian labour force. Six out of ten women were employed in the Clerical Workers group in this workforce.

However, women in the workforce were less likely to be employed in Professionals, Semi-Professionals and Technicians, Sales, Service and Other Manual occupations than were women in the Canadian labour force.

Graph 3 presents the representation of men and women working full-time by occupational group. Women held less than 5% of Upper-level Managers positions, a little more than 30% of Middle and Other Managers positions and less than 5% of Foremen/Women occupations under the Act. A notable contrast was evident between the Skilled Crafts and Trades and Other Manual Workers occupations where almost all were held by men compared to the Clerical Workers occupations in which five out of six positions were held by women.

Women had a smaller share of the jobs in each occupational group in the workforce under the Act than did women in the Canadian labour force, except for the Clerical Workers and Supervisory occupational groups.

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1 The legislation does not require the reporting of sufficient data to allow for an analysis of all of the factors that determine the wage gap.

2 To explain briefly, employers are required to divide the difference between the highest and lowest salaries of employees in each occupational group into four equal salary ranges. Then they indicate how many of their employees fall in each salary quarter. For more information on salary quarters and how they are derived, see "Regulations and Schedules" in Employment and Immigration Canada, *Employment Equity Act and Reporting Requirements*, 1986.

## GRAPH 3: REPRESENTATION OF WOMEN AND MEN BY OCCUPATIONAL GROUP

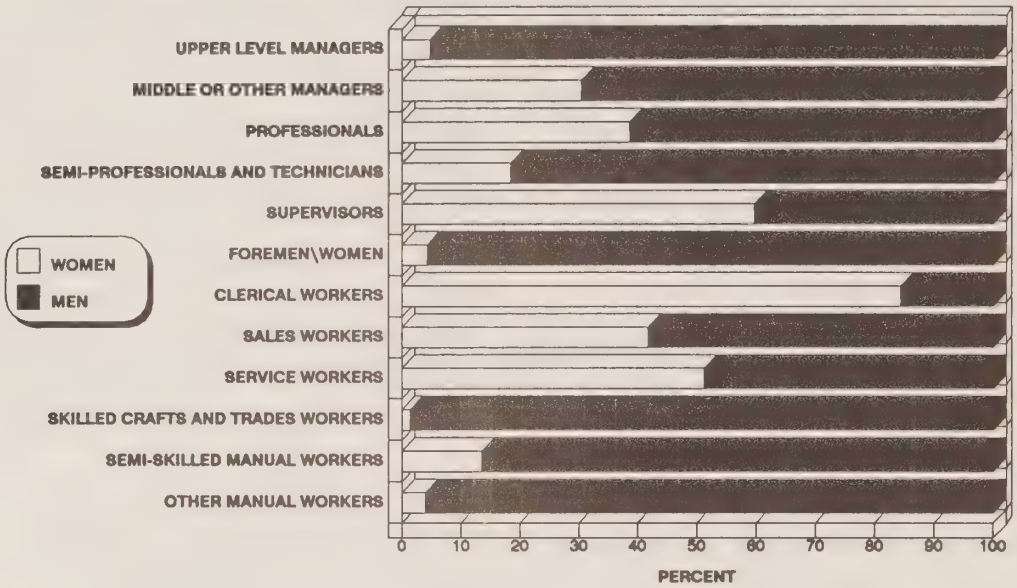


**Table 2:**
**Estimated Average Salaries for Women and Men by Industrial Sector and by Employment Status**

| Industrial Sector | Full-time | Part-time | All Emp. ** Status |
|---|---|---|---|
| Banking | $27,210 | $10,833 | $24,517 |
| Men | $39,984 | $10,116 | $38,835 |
| Women | $22,368 | $10,876 | $20,018 |
| Women/Men * | 55.9% | 107.5% | 51.5% |
| Transportation | $31,939 | $10,654 | $30,568 |
| Men | $33,183 | $11,035 | $32,045 |
| Women | $25,345 | $10,134 | $23,376 |
| Women/Men * | 76.4% | 91.8% | 72.9% |
| Communications | $32,668 | $21,224 | $31,487 |
| Men | $35,306 | $18,827 | $34,345 |
| Women | $28,186 | $22,433 | $27,209 |
| Women/Men * | 79.8% | 119.2% | 79.2% |
| Others | $34,200 | $12,665 | $33,105 |
| Men | $36,222 | $12,539 | $35,248 |
| Women | $26,417 | $12,792 | $25,221 |
| Women/Men * | 72.9% | 102.0% | 71.6% |
| All | $31,047 | $14,030 | $29,274 |
| Men | $34,920 | $14,279 | $33,842 |
| Women | $24,675 | $13,947 | $22,767 |
| Women/Men * | 70.7% | 97.7% | 67.3% |

* Women's salaries as a proportion of men's salaries.

** All Employment Status.

## By Industrial Sector

### Banking

In the Banking sector 69.4% of women worked in the Clerical Workers group in 1987, 12.9% were reported in Middle and Other Managers occupations and 8.2% were in the Professionals occupations. In comparison, more than one half of all men in Banking held Middle and Other Managers positions, nearly 20% were in the Professionals occupations and 15.8% were in the Clerical Workers groups.

Women held 72.5% of all full-time positions in Banking. They had a 2.9% share of Upper-level Management jobs, 38.3% of Middle and Other Managers jobs, 54.2% of Professionals positions and 92% of all Clerical positions in Banking.

**Table 3:**
**Position of Women in the Salary Quarters, by Industrial Sector**

| | Banking | | Transportation | | Communications | | Others | |
|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women |
| Upper-level Managers | 1.3 | 1.1 | 2.0 | 1.7 | 2.1 | 1.7 | 2.0. | 1.9 |
| Middle and Other Managers | 1.7 | 1.2 | 2.0 | 1.4 | 2.1 | 1.8 | 2.2 | 1.9 |
| Professionals | 1.3 | 1.1 | 2.0 | 1.5 | 2.1 | 1.7 | 2.3 | 1.7 |
| Semi-Professionals and Technicians | 2.0 | 1.4 | 2.4 | 2.0 | 2.0 | 1.6 | 2.5 | 2.0 |
| Supervisors | 2.0 | 1.7 | 2.4 | 1.9 | 2.8 | 2.3 | 2.7 | 2.1 |
| Foremen/Women | 2.0 | 1.0 | 2.6 | 1.9 | 3.4 | 3.3 | 2.6 | 1.7 |
| Clerical Workers | 1.7 | 1.5 | 2.8 | 2.2 | 2.4 | 2.2 | 2.4 | 2.0 |
| Sales Workers | 2.1 | 1.5 | 2.7 | 2.4 | 2.7 | 2.0 | 2.2 | 2.0 |
| Service Workers | 2.3 | 1.3 | 2.8 | 2.7 | 2.5 | 2.0 | 1.9 | 1.5 |
| Skilled Crafts and Trades | 2.4 | 1.7 | 2.3 | 2.2 | 3.1 | 2.5 | 2.8 | 2.1 |
| Semi-skilled Manual Workers | 2.1 | 1.3 | 2.5 | 1.9 | 3.9 | 3.7 | 2.3 | 2.4 |
| Other Manual Workers | 2.3 | 2.0 | 2.5 | 1.9 | 3.4 | 2.6 | 2.3 | 1.5 |

This table shows a measurement of the distribution of men and women in salary quarters derived from Form 2. A value of 1 to 4 was assigned to each employee according to the salary quarter in which he or she was reported. These values were totaled and then divided by the number of employees. The result is always a value between 1 and 4. The more a group is found in the lower salary ranges, the lower the measure will be: a result of 1 would indicate that all employees were in salary quarter 1, which is the lowest salary range.

The purpose of the measure is not to compare men or women amongst themselves, nor across occupational groups or industrial sectors. The measure helps to compare the position of men to women in salary quarters in the same occupational group and the same industrial sector. For example, the pair of measures for Clerical workers in the Transportation sector indicates that men (2.8) are more likely to be found in higher salary quarters than are women (2.2).

#### Transportation

Women were concentrated in the Clerical Workers group in the Transportation sector. Less than 3% of women were reported in Semi-skilled Manual occupations compared to 31.7% for men. Less than 1% of women were reported to be working in the Skilled Crafts and Trades occupations compared to 20% of men.

#### Communications

Over 50% of women held Clerical Workers positions in the Communications sector. There was a relatively high concentration of women in Semi-skilled Manual jobs (22.3%). Interestingly, 92.5% of all women employed full-time in Semi-skilled Manual occupations were reported in the Communications sector. They held 5.7% of all Upper-level Management positions, which was the largest proportion of all sectors.

## Hirings and Terminations

There were 32,693 women hired in 1987 in the workforce which accounted for 42.8% of all hirings. They received 18,607 or 37.5% of the full-time hirings and 12,831 or 56.3% of the part-time hirings.

Almost thirty thousand women had their employment terminated during 1987. This represented 40.4% of all terminations of employment in the workforce under the Act. Thirty-six percent of full-time and 57% of all part-time terminations of employment were reported for women.

The total net effect of hirings and terminations for the workforce in full-time employment was a decrease of 5928 positions; 27% of these positions were held by women.

The total net effect for part-time workers in the workforce under the Act was an increase of 7348 employees, of whom 3950, or 53.8%, were women.

The reduction in full-time employment, as well as the net increase in part-time, suggests that there has been a shift in women's employment of about 1.5% of the total population of women in the workforce from full-time to part-time work.

### Hirings and Terminations by Industrial Sector

The Banking sector had the largest single impact on the net effect for women; out of a loss of 2208 full-time jobs, 2106, or 95.4%, had been held by women. Of these job losses by women, 1531 (72.7%) were in the Clerical Workers category. Women did relatively better in the other industrial sectors. Indeed, in the Transportation sector women had a net increase of 375 full-time jobs compared to a decrease of 2279 jobs for men. The situation was similar in the Communications sector in which women had a net increase of 165 jobs compared to a decrease of 1229 jobs for men.

## Promotions

Women received 35,912 promotions or 53% of all promotions in the workforce in 1987. They received 51.5% of all full-time promotions. The distribution of promotions by employment status shows that 91.8% were in full-time positions.

### Promotion By Occupational Group

In all full-time positions except Service Workers, promotion rates for women were either similar to, or superior to, the representation of men in the occupational group.

### Promotions by Industrial Sector

In all sectors except Banking, women received a greater proportion of the promotions for full-time positions than their proportion of the sector's workforce. However, in the Banking sector, women received 68.3% of the promotions while they represented 72.5% of the total workforce.

**Table 4:**
**Occupational Distribution of Women and Men Working Full-time by Industrial Sector**

| Occupational Group | Banking | | Transportation | | Communications | | Others | | All Sectors | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Upper level Managers | 3.0% | 0.0% | 0.9% | 0.2% | 1.0% | 0.1% | 2.0% | 0.4% | 1.3% | 0.1% |
| Middle and Other Managers | 54.0% | 12.9% | 5.7% | 3.5% | 14.4% | 10.7% | 13.0% | 7.6% | 14.8% | 10.7% |
| Professionals | 18.3% | 8.2% | 2.1% | 2.6% | 4.6% | 2.6% | 10.4% | 8.3% | 5.6% | 5.7% |
| Semi-Professionals and Technicians | 2.3% | 1.4% | 6.1% | 2.5% | 10.9% | 4.5% | 8.3% | 7.6% | 7.3% | 2.7% |
| Supervisors | 3.0% | 7.6% | 2.1% | 3.9% | 1.3% | 1.9% | 4.3% | 5.1% | 2.2% | 5.3% |
| Foremen/Women | 0.1% | 0.0% | 6.0% | 0.5% | 4.7% | 0.9% | 5.0% | 0.2% | 4.8% | 0.3% |
| Clerical Workers | 15.8% | 69.4% | 7.8% | 55.2% | 3.1% | 50.6% | 3.5% | 60.5% | 6.9% | 61.5% |
| Sales Workers | 0.7% | 0.2% | 2.2% | 7.5% | 3.4% | 5.0% | 1.2% | 0.6% | 2.3% | 2.7% |
| Service Workers | 0.9% | 0.1% | 3.0% | 19.3% | 0.1% | 0.2% | 1.5% | 0.7% | 1.7% | 3.0% |
| Skilled Crafts and Trades | 0.7% | 0.0% | 20.1% | 0.7% | 21.1% | 0.8% | 13.1% | 0.6% | 17.4% | 0.4% |
| Semi-skilled Manual Workers | 0.3% | 0.0% | 31.7% | 2.8% | 32.1% | 22.3% | 20.1% | 2.3% | 27.0% | 7.0% |
| Other Manual Workers | 0.8% | 0.0% | 12.3% | 1.3% | 3.3% | 0.5% | 17.7% | 6.1% | 8.7% | 0.6% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

**Table 5:**
**Occupational Distribution of Women and Men Working Part-time by Industrial Sector**

| Occupational Group | Banking | | Transportation | | Communications | | Others | | All Sectors | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Upper level Managers | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% |
| Middle and Other Managers | 2.5% | 1.1% | 0.1% | 0.0% | 0.1% | 0.2% | 0.3% | 1.5% | 0.4% | 0.8% |
| Professionals | 2.3% | 0.8% | 0.4% | 0.2% | 0.5% | 0.2% | 0.5% | 3.6% | 0.7% | 0.6% |
| Semi-Professionals and Technicians | 0.2% | 0.2% | 2.8% | 0.1% | 11.9% | 2.3% | 8.3% | 6.7% | 6.9% | 0.9% |
| Supervisors | 0.6% | 0.6% | 0.0% | 0.2% | 1.0% | 0.2% | 0.4% | 1.4% | 0.5% | 0.5% |
| Foremen/Women | 0.0% | 0.0% | 0.1% | 0.0% | 0.4% | 0.0% | 0.0% | 0.0% | 0.2% | 0.0% |
| Clerical Workers | 91.9% | 97.1% | 8.1% | 57.6% | 8.0% | 35.7% | 3.8% | 41.9% | 16.8% | 75.8% |
| Sales Workers | 0.1% | 0.0% | 3.2% | 18.6% | 2.7% | 2.9% | 1.5% | 2.9% | 2.5% | 2.6% |
| Service Workers | 0.6% | 0.1% | 3.0% | 7.6% | 0.3% | 0.5% | 15.2% | 15.1% | 2.4% | 1.2% |
| Skilled Crafts and Trades Workers | 0.6% | 0.0% | 2.4% | 0.6% | 8.8% | 0.4% | 1.5% | 0.4% | 4.9% | 0.2% |
| Semi-skilled Manual Workers | 0.1% | 0.0% | 38.3% | 10.9% | 48.1% | 55.5% | 62.6% | 25.0% | 40.3% | 16.5% |
| Other Manual Workers | 1.1% | 0.0% | 41.6% | 4.2% | 18.2% | 2.0% | 5.9% | 1.4% | 24.3% | 1.0% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

**Table 6:**
**Hirings, Terminations and Net Effect**
**for Women and Men in Full-time and Part-time Employment, by Industrial Sector**

| Industrial Sector | | Hirings | | Terminations | | Net effect | |
|---|---|---|---|---|---|---|---|
| | | Full time | Part time | Full time | Part time | Full time | Part time |
| Banking | | | | | | | |
| | Total | 12,979 | 8,690 | 15,187 | 6,372 | (2,208) | 2,318 |
| | Men | 4,225 | 950 | 4,327 | 543 | (102) | 407 |
| | Women | 8,754 | 7,740 | 10,860 | 5,829 | (2,106) | 1,911 |
| Transportation | | | | | | | |
| | Total | 24,921 | 6,793 | 26,826 | 4,699 | (1,905) | 2,094 |
| | Men | 20,040 | 4,537 | 22,319 | 3,279 | (2,279) | 1,258 |
| | Women | 4,883 | 2,256 | 4,508 | 1,400 | 375 | 856 |
| Communications | | | | | | | |
| | Total | 8,496 | 6,602 | 9,560 | 3,907 | (1,064) | 2,695 |
| | Men | 4,621 | 4,036 | 5,850 | 2,441 | (1,229) | 1,595 |
| | Women | 3,875 | 2,566 | 3,710 | 1,466 | 165 | 1,100 |
| Others | | | | | | | |
| | Total | 3,249 | 706 | 4,000 | 465 | (751) | 241 |
| | Men | 2,154 | 437 | 2,870 | 279 | (716) | 158 |
| | Women | 1,095 | 269 | 1,130 | 186 | (35) | 83 |
| All Sectors | | | | | | | |
| | Total | 49,645 | 22,791 | 55,573 | 15,443 | (5,928) | 7,348 |
| | Men | 31,040 | 9,960 | 35,366 | 6,542 | (4,326) | 3,418 |
| | Women | 18,607 | 12,831 | 20,208 | 8,881 | (1,601) | 3,950 |

Note: Negative numbers are shown between parentheses.

**Table 7:**
**Promotions in Full-time and Part-time Employment for Women and Men by Industrial Sector**

| Industrial Sector | Full-time | | | Part-time | | |
|---|---|---|---|---|---|---|
| | Men | Women | Total | Men | Women | Total |
| Banking | 11,719 | 25,195 | 36,909 | 169 | 2,379 | 2,548 |
| Transportation | 11,868 | 2,581 | 14,449 | 54 | 75 | 129 |
| Communications | 5,549 | 4,362 | 9,911 | 560 | 419 | 979 |
| Others | 1,886 | 823 | 2,709 | 6 | 20 | 26 |
| All Sectors | 31,022 | 32,961 | 63,978 | 789 | 2,893 | 3,682 |

## Aboriginal Peoples

Aboriginal peoples are Indians, Inuit or Métis, who so identify themselves to their employer, or agree to be so identified by an employer, for the purposes of the Employment Equity Act.

### Geographic Location

In 1986 about a quarter of all aboriginal peoples in Canada lived in Ontario. However, proportionally they made up a larger share of the population of the western provinces and the territories. They represented about 8% of the populations of Manitoba and Saskatchewan, 20% of the Yukon population and almost 60% of the population of the Northwest Territories.

### Age Distribution

The age distribution of aboriginal peoples was quite different from that of the Canadian population as a whole. Due to their higher-than-average birthrate, there were proportionally more aboriginal children under the age of 14. About one third of the aboriginal population were under the age of 14 compared to one fifth of the total population. As these children grow up and enter the labour force, aboriginal peoples will make up a greater proportion of the total working-age population.

## Part II: Profile of Aboriginal Peoples in the Canadian Labour Force

Between 1981 and 1986, the number of aboriginal individuals employed in the Canadian labour force increased from 122,465 to 210,605. This represented an increase of 72%. However, in 1986 their unemployment rate (22%) was twice that of the Canadian labour force. Moreover, it was higher across all age groups. The age group with the highest rate of unemployment was the 15-to- 24 year category, where 31 out of every 100 aboriginal people were unemployed.

Of the total aboriginal population, 60.3% were in the Canadian labour force in 1986 compared to 50.4% in 1981. Despite this increase, the participation rate of this group was well below the national average of 66.5%, especially for the age groups of 15 to 24 and over 45. Just over half of aboriginal people between the ages of 15 and 24 were in the labour force, compared with 67.8% of the total population for this same age group.

Aboriginal peoples accounted for only 2.1% of the Canadian labour force. In 1986, less than 6% were in Upper-level and Middle and Other Managers categories compared to 8.4% of the total population. Twenty-one percent of aboriginal peoples worked in the Other Manual category compared to 14.9% of the Canadian labour force. Less than 8% of the aboriginal peoples were in the Professionals category and less than 4% were reported in Supervisors and Foremen/Women categories. Aboriginal peoples were also under-represented in Clerical Workers and Sales Workers positions.

## Part II: Analysis of Aboriginal Peoples in the Workforce Covered Under the Employment Equity Act

## Representation in the Employment Equity Workforce

Employers reported the presence of 3862 aboriginal employees, 42.2% of whom were women, which represented only 0.7% of the employment equity workforce. Their representation was less than one quarter of their portion of the Canadian population and only one third of their representation in the whole Canadian labour force.

In Table 1 the distribution of aboriginal peoples by employment status is given. Note that 3481 or 90.1% of aboriginal peoples were reported in full-time employment, 331 or 8.6% were in part-time employment and 50 or 1.3% were in temporary employment. Over 95% of men and 82.7% of women worked in permanent full-time jobs, while 2.8% of men compared to 16.4% of women were in part-time jobs. This proportional breakdown was

**Table 1:**
**Distribution of Aboriginal Peoples by Employment Status, by Sex and by Industrial Sector, Compared to the Employment Equity Workforce**

| | Aboriginal Peoples | | | | | Workforce |
|---|---|---|---|---|---|---|
| Employment Status | Banking | Transportation | Communications | Others | All Sectors | |
| Full-time | 783 | 1,385 | 942 | 371 | 3,481 | 523,917 |
| Men | 106 | 1,202 | 520 | 305 | 2,133 | 326,257 |
| Women | 677 | 183 | 422 | 66 | 1,348 | 197,656 |
| Women % | 86.5% | 13.2% | 44.8% | 17.8% | 38.7% | 37.7% |
| Part-time | 157 | 45 | 128 | 1 | 331 | 55,706 |
| Men | 11 | 25 | 26 | 1 | 63 | 14,149 |
| Women | 146 | 20 | 102 | 0 | 268 | 41,557 |
| Women % | 93.0% | 44.5% | 79.7% | 0.0% | 81.0% | 74.6% |
| Temporary | 5 | 31 | 5 | 9 | 50 | 7,238 |
| Men | 0 | 23 | 4 | 9 | 36 | 4,914 |
| Women | 5 | 8 | 1 | 0 | 14 | 2,324 |
| Women % | 100.0% | 25.8% | 20.0% | 0.0% | 28.0% | 32.1% |
| All | 945 | 1,461 | 1,075 | 381 | 3,862 | 586,861 |
| Men | 117 | 1,250 | 550 | 315 | 2,232 | 345,320 |
| Women | 828 | 211 | 525 | 66 | 1,630 | 241,537 |
| Women % | 87.6% | 14.4% | 48.8% | 17.3% | 42.2% | 41.2% |

similar to that of men and women in the workforce covered by the Act.

Of the 331 part-time jobs held by aboriginal peoples, 81% were filled by women.

## Representation by Industrial Sector

The very low level of representation of aboriginal peoples was evident in each industrial sector. It ranged from 0.56% in Banking to a high of 0.93% in the Others sector.

## Geographic Representation

Aboriginal peoples' overall share of employment was consistently lower in all regions than was their regional representation in the Canadian labour force. Aboriginal women's share of employment in each region was lower than that for aboriginal men, ranging from a low of 33.4% in the Prairie provinces to a high of just under 49% in Ontario and in the Atlantic provinces.

### Distribution Across the Industrial Sectors

Graph 1 shows that the distribution of aboriginal peoples across industrial sectors was similar to that of the entire workforce under the Act, showing slightly lower proportions in the Communications and Banking sectors and a slightly higher proportion in Transportation. Although both aboriginal men and women showed a high degree of sectoral concentration, their distribution across industrial sectors was quite different; 56% of all aboriginal men were employed in the Transportation sector, while 50.8% of the aboriginal women worked in the Banking sector.

## Average Salaries in the Employment Equity Workforce

Table 2 presents the information on estimated average salaries.

In 1987, aboriginal peoples were paid an overall average salary of $27,114 compared to an average salary of $29,274 for the whole workforce covered by the Act. For full-time workers, the average annual salary for aboriginal women was $22,897. This was only 72.8% of the average annual salary for aboriginal men. This wage gap between aboriginal men and women is similar to that between all men and women in the workforce. However, aboriginal men working full-time were paid 10% less than all men in the workforce. Aboriginal women were paid 7.2% less than all women in the workforce. It should be noted that aboriginal peoples in this workforce had a larger share of the full-time average salary than aboriginal peoples in the Canadian labour force (90.6% compared to 72.9%).

Graph 2 compares the full-time salary distribution of aboriginal men and women. Fully two thirds of the aboriginal women in the workforce were paid less than $25,000, compared to just over one fifth (21.2%) of aboriginal men. There were more aboriginal women than aboriginal men in the salary ranges from $10,000 to $24,999; the reverse was true for the salary ranges above $24,999. There were no aboriginal women in the top salary range for full-time workers.

### Salaries by Industrial Sector

For full-time employees the average salary of aboriginal peoples in each industrial sector was consistently lower than the average salary for the workforce in each industrial sector. The wage gap between aboriginal men and women held true across all industrial sectors as well. The widest gap was in the Transportation sector where aboriginal women were paid only 69.1% of the earnings of aboriginal men; the narrowest gap was in the Communications sector where aboriginal women were paid just over 80% of what aboriginal men were paid.

Compared to other women in the workforce, aboriginal women's annual salary for full-time employment was 10% lower in each industrial sector except in Transportation where they were paid about 18% less.

Aboriginal men also received lower average salaries than did all men in the same industrial sectors; the greatest difference was in the Banking sector where they were paid less than three quarters of the average salary of other men.

## Occupational Distribution

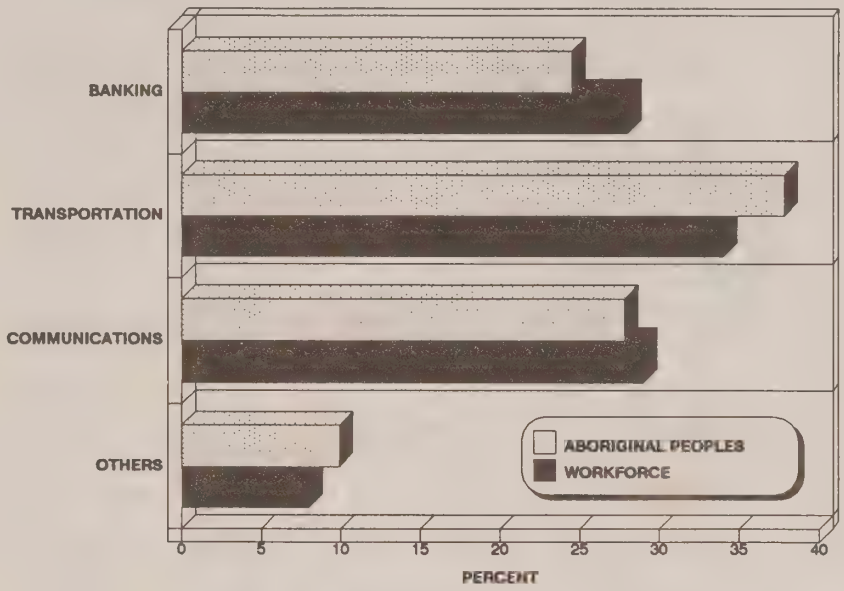
Compared to the workforce, there were proportionally more aboriginal peoples in the Foremen/Women, Semi-skilled Manual Workers and Other Manual Workers occupational groups. Conversely their rate of distribution in the Middle and Other Managers, Professionals and Semi-Professionals and Technicians categories was much lower. The pattern of distribution of aboriginal men and women was similar to that for all men and women in the workforce: 6.5% of aboriginal men and 62.8% of aboriginal women worked in Clerical positions.

### Occupational Distribution by Industrial Sector

#### Banking

Of all full-time aboriginal employees in this sector, 71.8% (77.1% of the women, 37.7% of the men) were in Clerical Workers jobs, compared to 54.7%

## GRAPH 1: DISTRIBUTION OF ABORIGINAL PERSONS BY INDUSTRIAL SECTOR




## GRAPH 2: FULL-TIME SALARY DISTRIBUTIONS OF ABORIGINAL PEOPLES AND THE WORKFORCE

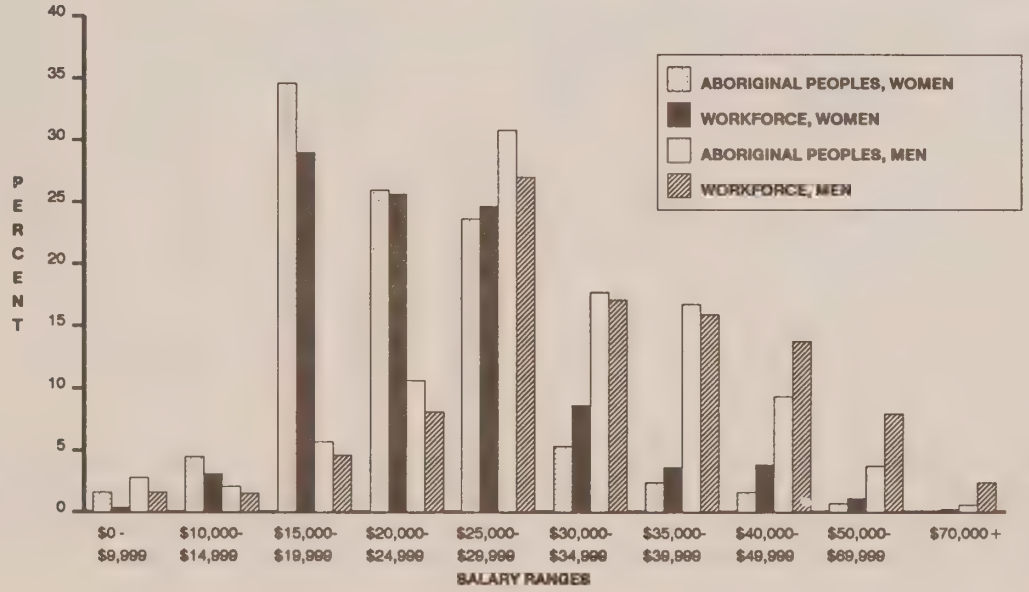


**Table 2:**
**Estimated Average Salaries for Aboriginal Peoples, by Industrial Sector, by Sex and by Employment Status, Compared with the Employment Equity Workforce**

| Industrial Sector | Aboriginal Peoples | | | Workforce | | |
|---|---|---|---|---|---|---|
| | Full-time | Part-time | All Emp. ** Status | Full-time | Part-time | All Emp. ** Status |
| **Banking** | $22,233 | $12,821 | $20,609 | $27,210 | $10,833 | $24,517 |
| Men | $29,938 | $8,409 | $27,824 | $39,984 | $10,116 | $38,835 |
| Women | $21,068 | $13,164 | $19,616 | $22,368 | $10,876 | $20,018 |
| Women/Men * | 70.4% | 156.5% | 70.5% | 55.9% | 107.5% | 51.5% |
| **Transportation** | $28,963 | $14,054 | $28,288 | $31,939 | $10,654 | $30,568 |
| Men | $30,204 | $16,325 | $29,746 | $33,183 | $11,035 | $32,045 |
| Women | $20,881 | $10,875 | $19,698 | $25,345 | $10,134 | $23,376 |
| Women/Men * | 69.1% | 66.6% | 66.2% | 76.4% | 91.8% | 72.9% |
| **Communications** | $29,860 | $25,225 | $26,265 | $32,668 | $21,224 | $31,487 |
| Men | $32,748 | $24,760 | $32,261 | $35,306 | $18,827 | $34,345 |
| Women | $26,346 | $25,343 | $26,156 | $28,186 | $22,433 | $27,209 |
| Women/Men * | 80.5% | 102.4% | 81.1% | 79.8% | 119.2% | 79.2% |
| **Others** | $32,819 | $11,250 | $32,216 | $34,200 | $12,665 | $33,105 |
| Men | $34,559 | $11,250 | $33,780 | $36,222 | $12,539 | $35,248 |
| Women | $24,564 | | $24,564 | $26,417 | $12,792 | $25,221 |
| Women/Men * | 71.1% | 0.0% | 72.7% | 72.9% | 102.0% | 71.6% |
| **All Sectors** | $28,140 | $17,822 | $27,114 | $31,047 | $14,030 | $29,274 |
| Men | $31,456 | $18,251 | $30,856 | $34,920 | $14,279 | $33,842 |
| Women | $22,897 | $17,714 | $21,972 | $24,675 | $13,947 | $22,767 |
| Women/Men * | 72.8% | 97.1% | 71.2% | 70.7% | 97.7% | 67.3% |

* Women's salaries as a proportion of men's.

** All Employment Status.

of all full-time employees in the Banking sector. Aboriginal men were more than twice as likely to be in clerical jobs than other men in this sector. Both aboriginal men and women were far less likely to be employed in the Professionals category than were all employees in the workforce. Although nearly one in four banking employees was in the Middle and Other Managers category, only 11.2% of aboriginal peoples were found in those jobs.

**Table 3:**
**Occupational Distribution of Aboriginal Peoples Working Full-time by Industrial Sector and by Sex, Compared to the Employment Equity Workforce**

| Occupational Group | Aboriginal Peoples | | | | | | | | | | Workforce | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Banking | | Transportation | | Communications | | Others | | All Sectors | | | |
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Upper level Managers | 4.7% | 0.0% | 0.3% | 0.0% | 0.4% | 0.2% | 0.0% | 0.0% | 0.5% | 0.1% | 1.3% | 0.1% |
| Middle and Other Managers | 29.2% | 8.4% | 2.9% | 0.5% | 10.4% | 4.3% | 8.9% | 7.6% | 6.9% | 6.0% | 14.8% | 10.7% |
| Professionals | 9.4% | 5.2% | 0.8% | 1.1% | 5.0% | 1.7% | 1.3% | 4.5% | 2.3% | 3.5% | 5.6% | 5.7% |
| Semi-Professionals and Technicians | 5.7% | 1.9% | 3.7% | 0.5% | 8.3% | 2.4% | 6.2% | 3.0% | 5.3% | 1.9% | 7.3% | 2.7% |
| Supervisors | 3.8% | 7.2% | 1.3% | 6.0% | 1.2% | 1.4% | 2.0% | 3.0% | 1.5% | 5.0% | 2.2% | 5.3% |
| Foremen/Women | 0.0% | 0.0% | 9.0% | 0.0% | 4.8% | 1.7% | 4.9% | 1.5% | 6.9% | 0.6% | 4.8% | 0.3% |
| Clerical Workers | 37.7% | 77.1% | 5.5% | 55.7% | 5.4% | 44.1% | 1.3% | 56.1% | 6.5% | 62.8% | 6.9% | 61.5% |
| Sales Workers | 0.9% | 0.0% | 2.1% | 8.2% | 2.5% | 4.3% | 0.7% | 0.0% | 1.9% | 2.4% | 2.3% | 2.7% |
| Service Workers | 3.8% | 0.1% | 2.7% | 9.3% | 0.2% | 0.0% | 1.6% | 4.5% | 2.0% | 1.6% | 1.7% | 3.0% |
| Skilled Crafts and Trades Workers | 1.9% | 0.0% | 18.0% | 1.1% | 19.4% | 0.7% | 13.4% | 0.0% | 16.9% | 0.4% | 17.4% | 0.4% |
| Semi-skilled Manual Workers | 0.9% | 0.0% | 36.0% | 7.1% | 38.3% | 39.3% | 42.6% | 10.6% | 35.8% | 13.8% | 27.0% | 7.0% |
| Other Manual Workers | 1.9% | 0.0% | 17.7% | 10.4% | 4.2% | 0.0% | 17.0% | 9.1% | 13.5% | 1.9% | 8.7% | 0.6% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |

Of all the full-time banking jobs held by aboriginal peoples, 86.5% were filled by aboriginal women although not one was working as an Upper-level Manager. There were five aboriginal men in this category.

### Communications

This sector was the second largest for aboriginal employment and had the least difference between the representation of aboriginal men (55.2%) and women (44.8%). There were proportionately fewer aboriginal peoples in the Upper-level Managers, Middle and Other Managers and Professionals categories than was the case for the entire sector workforce. Nearly 40% of aboriginal women in this sector were in the Semi-skilled Manual Workers category, compared to 22.3% for all women working in Communications.

### Transportation

As in Banking and Communications, there were proportionately fewer aboriginal peoples in the Upper-level Managers, Middle and Other Managers and Professionals categories. There were no aboriginal women in Upper-level Manager jobs, and only four aboriginal men in these positions. However, there were proportionately more men and women in the Semi-skilled Manual Workers and Other Manual Workers categories than in the sector's workforce.

## Hirings and Terminations

Aboriginal peoples represented 0.6% of the employees hired in 1987 and 0.5% of those who had their employment terminated. In the 1987 workforce, 418 aboriginal people were hired and 394 had their employment terminated. The resulting net increase of 24 employees, all men, represented less than 1% of the total aboriginal population in the workforce.

Since the net effect of hirings and terminations is a key measure of change, it is important to consider the effects of these activities on occupational distribution, although the small numbers make detailed analysis difficult. However, net increases occurred in six occupational categories, particularly in the Other Manual Workers group and the Sales Workers group. There were decreases in the six remaining occupational groups notably in the Clerical Workers group, the Semi-skilled Manual Workers group and the Foremen/Women group. It should be noted that although the total number of aboriginal peoples increased by 24 individuals, no increase occurred in full-time employment. Overall, the net effect of hirings and terminations did not significantly alter the occupational distribution of the group.

## Promotions

The 409 promotions of aboriginal employees represented 0.6% of all promotions; of these, 181 promotions went to aboriginal men and 228 to aboriginal women. More than 90% (388) of the promotions were in full-time positions. About 13% of all promotions received by aboriginal peoples were in the Middle and Other Managers category. Aboriginal women received 54.9% of the 388 full-time promotions that went to aboriginal peoples.

### Promotions by Industrial Sector

Aboriginal peoples working full-time received 196 promotions in the Banking sector. Of these promotions, women received 82.7% or 162. More than two thirds of these promotions were in the Clerical Workers category. Two thirds of the promotions for aboriginal men were in the Transportation sector. Just over 42% of these were in two categories: 21.6% in the Foremen/Women category, and 20.6% in the Skilled Crafts and Trades Workers category.

**Table 4:**
**Hirings, Terminations and Net Effect in Full-time Employment for Aboriginal Peoples by Industrial Sector and by Sex, Compared to the Employment Equity Workforce**

| | Aboriginal Peoples | | | Workforce | | |
|---|---|---|---|---|---|---|
| Industrial Sector | Hirings | Terminations | Net effect | Hirings | Terminations | Net effect |
| Banking | 61 | 105 | (44) | 12,979 | 15,187 | (2,208) |
| Men | 9 | 22 | (13) | 4,225 | 4,327 | (102) |
| Women | 52 | 83 | (31) | 8,754 | 10,860 | (2,106) |
| Transportation | 179 | 143 | 36 | 24,921 | 26,826 | (1,905) |
| Men | 130 | 118 | 12 | 20,040 | 22,319 | (2,279) |
| Women | 48 | 25 | 23 | 4,883 | 4,508 | 375 |
| Communications | 30 | 29 | 1 | 8,496 | 9,560 | (1,064) |
| Men | 18 | 13 | 5 | 4,621 | 5,850 | (1,229) |
| Women | 12 | 16 | (4) | 3,875 | 3,710 | 165 |
| Others | 40 | 33 | 7 | 3,249 | 4,000 | (751) |
| Men | 26 | 24 | 2 | 2,154 | 2,870 | (716) |
| Women | 14 | 9 | 5 | 1,095 | 1,130 | (35) |
| All sectors | 310 | 310 | 0 | 49,645 | 55,573 | (5,928) |
| Men | 183 | 177 | 6 | 31,040 | 35,366 | (4,326) |
| Women | 126 | 133 | (7) | 18,607 | 20,208 | (1,601) |

Note: Negative numbers are between parentheses.

**Table 5:**
**Promotions in Full-time Employment for Aboriginal Peoples by Industrial Sector and by Sex, Compared to the Employment Equity Workforce**

| | Aboriginal Peoples | | | Workforce | | |
|---|---|---|---|---|---|---|
| **Industrial Sector** | **Men** | **Women** | **Total** | **Men** | **Women** | **Total** |
| Banking | 34 | 162 | 196 | 11,719 | 25,195 | 36,909 |
| Transportation | 102 | 14 | 116 | 11,868 | 2,581 | 14,449 |
| Communications | 26 | 27 | 53 | 5,549 | 4,362 | 9,911 |
| Others | 13 | 10 | 23 | 1,886 | 823 | 2,709 |
| All sectors | 175 | 213 | 388 | 31,022 | 32,961 | 63,978 |

## Persons with Disabilities

Persons with disabilities are people who, because of any persistent physical, mental, psychiatric, sensory or learning impairment, believe that they are potentially disadvantaged in employment, and who so identify themselves to an employer, or agree to be so identified by an employer, for the purposes of the Employment Equity Act.

### Geographic Location

In Canada, the representation of persons with disabilities ranges from less than 9% of the population in the Yukon and Northwest Territories, to a high of 16.9% in Nova Scotia.

### Age Distribution

Statistics show that in 1986, 9% of people with disabilities were under 15 years of age, while 21.5% of all Canadians were under the age of 15. Over one third of persons with disabilities were over 65 as compared to one tenth of the Canadian population.

## Part I: Profile of Persons with Disabilities in the Canadian Labour Force

The following information is based on the statistics drawn from the Health and Activity Limitation Survey.[1] Between 1984 and 1986, the number of employed persons with disabilities increased by 11.2%. By 1986, the labour force participation rate of persons with disabilities between the ages of 15 and 64 was 49%, compared with 47.8% in 1984. Since not all disabilities affect work activities, the participation rates have been divided into two categories: people who are limited by their disability and those who are not. The participation rate for people who were limited by their disability was 37.7%, a much lower rate than that of persons with disabilities who indicated that they were not limited at work. In the age group of 15 to 64, those people who reported limitations at work had an unemployment rate of 20% compared to 9% for those without limitations.

There were substantial differences in the occupational profile of persons with disabilities with limitations at work in comparison to other persons with disabilities whose statistics were closer to those of the total population. Less than 5% of persons with disabilities with limitations at work were Upper-level or Middle and Other Managers in comparison to 8.4% of the total population; persons with disabilities without limitations at work had just under 6% representation.

Over 18% of the total population of persons with disabilities were employed in Other Manual Workers occupations; this rose to 20% for those people who were limited at work by their disability. Less than 7% of persons with disabilities with limitations at work were in the Professionals group, as compared to 12% of the total Canadian population in these occupations.

1 Unpublished data, Statistics Canada.

# Part II: Analysis of Persons with Disabilities in the Workforce Covered Under the Employment Equity Act

## Representation in the Employment Equity Workforce

The data reported in the employers' 1987 employment equity reports indicated an under-representation of persons with disabilities in the workforce covered by the Employment Equity Act. Employers reported a total of 9352 persons with disabilities out of a total population of 586,861 employees under the Act. Persons with disabilities represented 1.6% of the workforce covered by the Act, which is about one third of their overall representation in the Canadian labour force.[2]

Women with disabilities comprised 34.9% of the group of employees with disabilities. The representation of women in the group of persons with disabilities was about 6% lower than the representation of all women in the workforce covered by the Act.

### Representation by Employment Status

The distribution of persons with disabilities by employment status was very similar to the distribution of the workforce. As indicated in Table 1, 8650 persons with disabilities (92.5%) were in permanent full-time employment, 671 (7.2%) were in permanent part-time employment, and 31 (0.3%) were in temporary employment.

The distribution of men and women with disabilities across employment status indicated that 96.9% of men with disabilities were employed in permanent full-time employment, compared to 84.2% of women with disabilities. Less than 3% of men with disabilities worked in permanent part-time positions compared to 15.7% of women with disabilities.

### Representation by Industrial Sector

The representation of persons with disabilities was low in all industrial sectors. The Transportation and Communications sectors showed the lowest representation (1.4% in each sector); the Banking sector had a representation of 1.8% of employees with disabilities; and the Others sector reported the highest representation at 2.4%. The representation of women with disabilities was consistently lower across industrial sectors than the representation of all women in the workforce.

Graph 1 presents the sectoral distribution of persons with disabilities and compares it with that of the workforce under the Act. The group shows higher proportions in the Banking and Others sectors, and lower in Transportation and Communications.

The majority of women in this group worked in the Banking sector, while the largest proportion of men worked in the Transportation sector.

### Geographic Representation

The data reported by employers on the representation of employees by province or territory and designated Census Metropolitan Area (CMA) showed that 51.9% of persons with disabilities in the workforce were employed in the CMAs. Overall, 58.4% of all employees in the workforce were employed in the CMAs.

As was the case for the entire workforce, 42.8% of all persons with disabilities worked in Ontario. In comparison with the entire workforce covered under the Act, proportionately fewer persons with disabilities were employed in Quebec, and proportionately more were employed in the Atlantic and Prairie provinces.

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2 Depending on the method of calculation used for the definition of availability data of the persons with disabilities, this figue could vary between 4% and 5.4%. In the first case, the number includes those that worked in 1985 or 1986 (Census base), while the second one includes those who worked at any point between 1981 and 1986 (Health and Activity Base).

**Table 1:**
**Distribution of Persons with Disabilities by Employment Status, by Sex and by Industrial Sector, Compared to the Employment Equity Workforce**

| | Persons with Disabilities | | | | | Workforce |
|---|---|---|---|---|---|---|
| Employment Status | Banking | Transportation | Communications | Others | All Sectors | |
| Full-time | 2,675 | 2,735 | 2,268 | 972 | 8,650 | 523,917 |
| Men | 928 | 2,459 | 1,647 | 859 | 5,893 | 326,257 |
| Women | 1,747 | 276 | 620 | 101 | 2,744 | 197,656 |
| Women % | 65.3% | 10.1% | 27.3% | 10.4% | 31.7% | 37.7% |
| Part-time | 362 | 110 | 190 | 9 | 671 | 55,706 |
| Men | 27 | 55 | 72 | 6 | 160 | 14,149 |
| Women | 335 | 55 | 118 | 3 | 511 | 41,557 |
| Women % | 92.5% | 50.0% | 62.1% | 33.3% | 76.2% | 74.6% |
| Temporary | 2 | 16 | 7 | 6 | 31 | 7,238 |
| Men | 0 | 15 | 6 | 5 | 26 | 4,914 |
| Women | 2 | 1 | 1 | 1 | 5 | 2,324 |
| Women % | 100.0% | 6.3% | 14.3% | 16.7% | 16.1% | 32.1% |
| All | 3,039 | 2,861 | 2,465 | 987 | 9,352 | 586,861 |
| Men | 955 | 2,529 | 1,725 | 870 | 6,079 | 345,320 |
| Women | 2,084 | 332 | 739 | 105 | 3,260 | 241,537 |
| Women % | 68.6% | 11.6% | 30.0% | 10.6% | 34.9% | 41.2% |

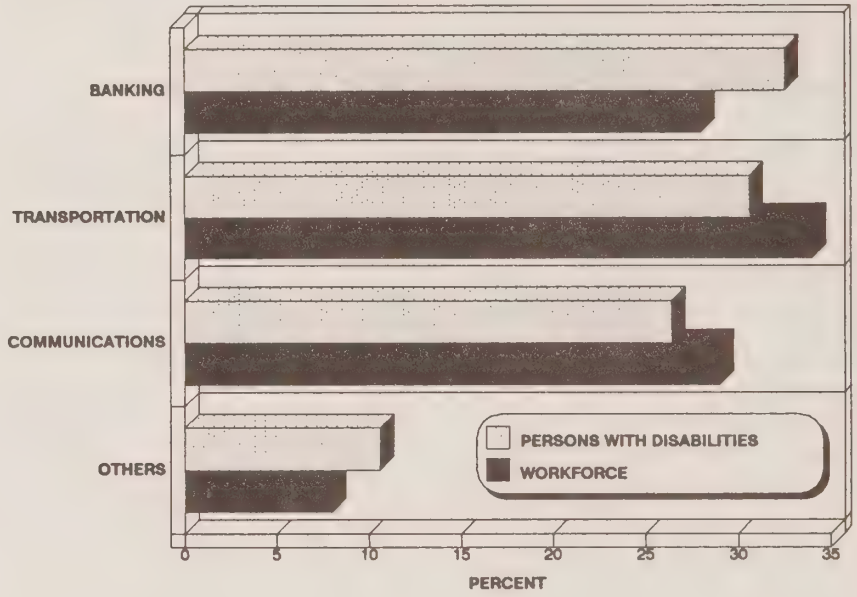
## Average Salaries in the Employment Equity Workforce

Table 2 presents information on the estimated average salaries for persons with disabilities. The overall average salary for the group was $29,468, compared to $29,274 for the workforce covered under the Act. It is important to note that men made up a larger proportion of this group than did men in the workforce. The estimated average salary paid to men with disabilities in permanent full-time employment was $34,061, which was marginally lower than the estimated average salary of $34,920 for men working full-time in the workforce. Women with disabilities employed in permanent full-time positions had an estimated average salary of $23,356, which was about 5.4% lower than the estimated average salary ($24,675) of women in full-time employment in the workforce.

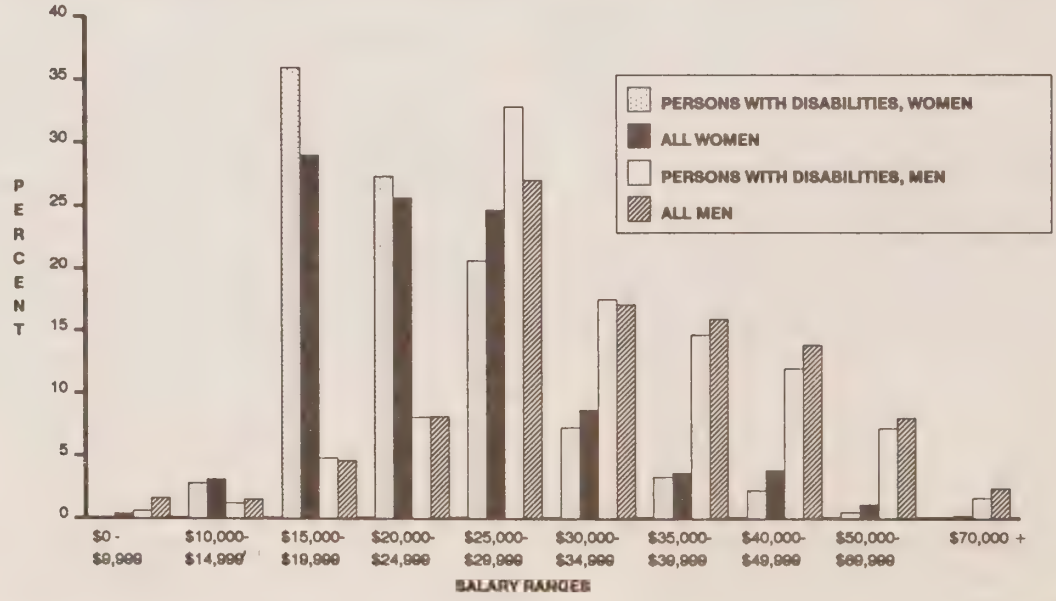
A wage gap was also evident between the salaries paid to men and women within the group of persons with disabilities. Women with disabilities who were employed in permanent full-time employment were paid 68.6% of the salaries paid to men with disabilities employed in the same employment status category. This wage gap was similar (2% lower) to that which existed between the salaries paid to men and women in the workforce.

Graph 2 further illustrates the differences in salaries paid to men and women with disabilities who were

## GRAPH 1: DISTRIBUTION OF PERSONS WITH DISABILITIES BY INDUSTRIAL SECTOR




## GRAPH 2: FULL-TIME SALARY DISTRIBUTIONS OF PERSONS WITH DISABILITIES AND THE WORKFORCE



employed in permanent full-time positions. Women with disabilities were concentrated in the lower salary ranges. Employers reported that 66.1% of women with disabilities were paid less than $25,000, compared to 14.6% of men with disabilities. Conversely, 2.7% of women with disabilities were paid $40,000 or more, as opposed to almost 20.6% of men with disabilities.

## Salaries by Industrial Sector

Both men and women with disabilities were consistently paid lower average salaries in all industrial sectors compared to the average salaries paid to men and women in the workforce. Despite the lower average salaries for men and women with disabilities, the average salary for the group of persons with disabilities was above the average salary for all employees in the Banking and Transportation sectors (full-time employment). As noted, the proportion of men with disabilities in the group was higher than the proportion of men in the workforce; this may explain in part the higher average salary for the group of persons with disabilities in these sectors.

The wage gap between men and women with disabilities working full-time was largest in the Banking sector, where women with disabilities were paid 55.9% of what men with disabilities were paid. The wage difference was the smallest in the Communications sector, where women were paid 81.4% of what men were paid.

The differences in the average salaries paid to women with disabilities in permanent full-time employment and those paid to women in the workforce covered under the Act varied from sector to sector. Women with disabilities employed in the Transportation sector were paid 99.3% of what women in the workforce were paid, and women with disabilities were paid 94.2% of what women in the workforce in the Others sector were paid.

## Occupational Distribution

Although the representation of persons with disabilities employed in the workforce was low overall, the occupational distribution of those employees was similar to the occupational distribution of all employees in the workforce. The occupational group with the highest proportion of persons with disabilities was the Clerical Workers group (28.3%). This is similar to the proportion (27.5%) of the workforce in the Clerical category.

Clerical Workers, Semi-skilled Manual Workers and Middle and Other Managers occupational groups accounted for the greatest proportions of persons with disabilities (total of 59.9% of all permanent full-time employees with disabilities). These three occupational groups also accounted for the greatest proportions of all employees in the workforce (a total of 60.1% of all permanent full-time employees).

The greatest difference between the distribution of persons with disabilities and the workforce occurred in the Middle and Other Managers occupational group, where 11.9% of persons with disabilities were employed full-time compared to 13.2% of all full-time employees.

Table 3 shows the occupational distribution of men and of women with disabilities. Over two thirds (67.6%) of all women with disabilities were employed in the Clerical Workers group. This was a higher proportion than that of women in general under the Act (61.5% of all women employed full-time). Less than 8% of women with disabilities were Middle and Other Managers compared to 13.8% of men with disabilities and 10.7% of women in the workforce.

The distribution of men with disabilities and that of men in the workforce indicated that a higher proportion of the former were in the Clerical Workers group compared to the proportion of all men in the workforce (10% and 6.9% respectively for permanent full-time employees).

The occupational groups in which there were the highest proportions of men with disabilities employed included Semi-skilled Manual Workers (25.6%), Skilled Crafts and Trades Workers (17.3%), and Middle and Other Managers (13.8%). Together, these three categories accounted for 56.7% of all men with disabilities reported under the Act. The same three occupational categories had the greatest proportions of all men within the workforce, and accounted for 59.2% of all men reported.

**Table 2:**
**Estimated Average Salaries for Persons with Disabilities by Industrial Sector, by Sex and by Employment Status, Compared to the Employment Equity Workforce**

| | Persons with Disabilities | | | Workforce | | |
|---|---|---|---|---|---|---|
| Industrial Sector | Full-time | Part-time | All Emp.** Status | Full-time | Part-time | All Emp.** Status |
| **Banking** | $27,451 | $10,116 | $25,302 | $27,210 | $10,833 | $24,517 |
| Men | $38,603 | $10,574 | $37,524 | $39,984 | $10,116 | $38,835 |
| Women | $21,586 | $10,066 | $19,706 | $22,368 | $10,876 | $20,018 |
| Women/Men * | 55.9% | 95.2% | 52.5% | 55.9% | 107.5% | 51.5% |
| **Transportation** | $32,191 | $10,491 | $31,653 | $31,939 | $10,654 | $30,568 |
| Men | $32,981 | $9,628 | $32,526 | $33,183 | $11,035 | $32,045 |
| Women | $25,173 | $12,171 | $24,271 | $25,345 | $10,134 | $23,376 |
| Women/Men * | 76.3% | 126.4% | 74.6% | 76.4% | 91.8% | 72.9% |
| **Communications** | $31,809 | $23,521 | $31,104 | $32,668 | $21,224 | $31,487 |
| Men | $33,514 | $23,016 | $32,987 | $35,306 | $18,827 | $34,345 |
| Women | $27,297 | $23,852 | $26,727 | $28,186 | $22,433 | $27,209 |
| Women/Men * | 81.4% | 103.6% | 81.0% | 79.8% | 119.2% | 79.2% |
| **Others** | $32,396 | $14,722 | $32,133 | $34,200 | $12,665 | $33,105 |
| Men | $33,291 | $16,458 | $33,073 | $36,222 | $12,539 | $35,248 |
| Women | $24,877 | $11,250 | $24,434 | $26,417 | $12,792 | $25,221 |
| Women/Men * | 74.7% | 68.4% | 73.9% | 72.9% | 102.0% | 71.6% |
| **All Sectors** | $30,640 | $14,418 | $29,468 | $31,047 | $14,030 | $29,274 |
| Men | $34,061 | $16,797 | $33,529 | $34,920 | $14,279 | $33,842 |
| Women | $23,356 | $13,631 | $21,889 | $24,675 | $13,947 | $22,767 |
| Women/Men * | 68.6% | 81.2% | 65.3% | 70.7% | 97.7% | 67.3% |

* Women's salaries as a proportion of men's.
** All Employment Status.

**Table 3:**
**Occupational Distribution of Persons with Disabilities by Industrial Sector and by Sex, Compared to the Employment Equity Workforce**

| Occupational Group | Banking | | Transportation | | Communications | | Others | | All Sectors | | Workforce | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Upper level Managers | 2.6% | 0.0% | 0.8% | 0.7% | 0.9% | 0.2% | 1.0% | 0.0% | 1.1% | 0.1% | 1.3% | 0.1% |
| Middle and Other Managers | 48.7% | 8.8% | 4.6% | 4.3% | 10.1% | 6.6% | 9.7% | 10.9% | 13.8% | 7.9% | 14.8% | 10.7% |
| Professionals | 16.8% | 7.0% | 2.2% | 1.4% | 4.0% | 1.6% | 6.2% | 3.0% | 5.6% | 5.1% | 5.6% | 5.7% |
| Semi-Professionals and Technicians | 1.8% | 0.8% | 5.3% | 2.5% | 10.2% | 2.6% | 7.5% | 4.0% | 6.4% | 1.5% | 7.3% | 2.7% |
| Supervisors | 3.3% | 8.2% | 2.0% | 2.9% | 1.5% | 1.6% | 2.6% | 6.9% | 2.1% | 6.2% | 2.2% | 5.3% |
| Foremen/Women | 0.3% | 0.0% | 7.1% | 0.0% | 5.7% | 1.6% | 6.1% | 0.0% | 5.5% | 0.4% | 4.8% | 0.3% |
| Clerical Workers | 22.0% | 74.6% | 9.7% | 66.3% | 5.8% | 48.4% | 6.1% | 68.3% | 10.0% | 67.6% | 6.9% | 61.5% |
| Sales Workers | 0.6% | 0.2% | 1.9% | 3.3% | 3.0% | 5.2% | 0.7% | 0.0% | 1.8% | 1.6% | 2.3% | 2.7% |
| Service Workers | 1.7% | 0.2% | 2.4% | 13.0% | 0.1% | 0.5% | 1.3% | 2.0% | 1.5% | 1.6% | 1.7% | 3.0% |
| Skilled Crafts and Trades Workers | 0.9% | 0.1% | 23.0% | 0.4% | 17.9% | 1.3% | 17.3% | 1.0% | 17.3% | 0.4% | 17.4% | 0.4% |
| Semi-skilled Manual Workers | 0.2% | 0.0% | 29.3% | 4.3% | 37.3% | 29.7% | 19.8% | 1.0% | 25.6% | 7.2% | 27.0% | 7.0% |
| Other Manual Workers | 1.0% | 0.0% | 11.8% | 0.7% | 3.5% | 0.8% | 21.9% | 3.0% | 9.2% | 0.4% | 8.7% | 0.6% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

## Occupational Distribution by Industrial Sector

The occupational distribution of persons with disabilities was relatively similar across all industrial sectors when compared to the occupational distribution of the entire workforce covered by the Act.

### Banking

Within the Banking sector, the majority of persons with disabilities were employed in the Clerical Workers group (56.4%), a slightly higher proportion than that of all Banking employees reported in this occupational group (54.7%). Nearly three quarters of the women with disabilities (74.6%) in this sector were employed in Clerical work, compared to 22% of the men with disabilities.

About one quarter (24.2%) of all employees in the Banking sector were reported in the Middle and Other Managers occupational group. Persons with disabilities had a slightly lower proportion of employees reported within this occupational group (22.6%).

Almost 9% of women with disabilities were employed in the Middle and Other Managers category.

### Transportation and Communications

Within both the Transportation and Communications sectors, the largest proportions of persons with disabilities were in the Semi-skilled Manual Workers occupational group, 26.8 and 35.2% respectively. In the Communications sector the proportion of persons with disabilities employed as Semi-skilled Manual Workers was much higher than for all employees (28.5%).

The largest difference in the proportion of persons with disabilities compared to all employees within the Transportation sector occurred in the Skilled Crafts and Trades Workers group, where 20.7% of persons with disabilities were reported compared to 17.1% of the workforce in this sector.

### Others

The greatest proportion of persons with disabilities employed in this sector worked in the Other Manual Workers category (20.3%). As well, persons with disabilities were considerably more concentrated in the Other Manual Workers and the Skilled Crafts and Trades occupational groups than were all employees within this sector, 20.3% compared to 15.3%, and 15.4% compared to 10.5% respectively.

## Hirings and Terminations

In 1987, the total number of hirings in full-time employment for persons with disabilities was 323, and the total number of terminations of full-time employment was 655. Of all employees reported as hired within the workforce under the Act, 0.7% of these employees were persons with disabilities. Of all employees reported whose employment was terminated, 1.2% of these employees were persons with disabilities.

The data on hirings and terminations for persons with disabilities show that there was a net decrease of 304 positions for persons with disabilities (including the three employment status categories). This compares to a net increase of 2297 positions for the workforce. For the full-time employment status category, the data indicated that there was a net decrease of 332 jobs for persons with disabilities and a total net decrease of 5928 positions within the entire workforce.

Men with disabilities had a greater net decrease in employment than did women with disabilities. Men accounted for 51.7% of hirings and 68.2% of terminations of employment for a net decrease of 280 positions. The net decrease of positions for women with disabilities was 52.

There was a net decrease in full-time employment for persons with disabilities in every occupational group except for the Other Manual Workers category. The Professionals occupational category was also relatively stable. The two occupational groups which experienced the greatest decrease in employment for persons with disabilities were the Semi-skilled Manual Workers and Skilled Crafts and Trades Workers groups. There was a net increase

of 39 jobs for women with disabilities in the Other Manual Workers group while men with disabilities experienced a net decrease of 39 positions in this category.

## Promotions

Persons with disabilities received 963 promotions, 94.5% of which occurred within the permanent full-time employment status category. Persons with disabilities as a group received 1.4% of all full-time promotions reported by employers.

Women received 43.5% of all promotions of persons with disabilities in full-time employment.

In permanent full-time employment, a larger proportion of persons with disabilities were promoted within the Middle and Other Managers occupational group (27.1%) compared to the proportion of all employees in the workforce (24.7%). As well, a higher proportion of persons with disabilities were promoted within the Professionals category (11.8%) compared to the proportion of all employees within the workforce covered by the Act (10.1%).

### Promotions by Industrial Sector

Table 5 shows the distribution of persons with disabilities who were promoted in full-time employment. Note that 82.3% of all women with disabilities promoted in full-time employment were reported in the Banking sector. More than one half of these women with disabilities were promoted within the Clerical Workers occupational group.

**Table 4:**

**Hirings, Terminations and Net Effect in Full-time Employment for Persons with Disabilities by Industrial Sector and by Sex, Compared to the Employment Equity Workforce**

| Industrial Sector | Persons with Disabilities | | | Workforce | | |
|---|---|---|---|---|---|---|
| | Hirings | Terminations | Net effect | Hirings | Terminations | Net effect |
| **Banking** | 95 | 251 | (156) | 12,979 | 15,187 | (2,208) |
| Men | 39 | 93 | (54) | 4,225 | 4,327 | (102) |
| Women | 56 | 158 | (102) | 8,754 | 10,860 | (2,106) |
| **Transportation** | 141 | 231 | (90) | 24,921 | 26,826 | (1,905) |
| Men | 81 | 212 | (131) | 20,040 | 22,319 | (2,279) |
| Women | 60 | 19 | 41 | 4,883 | 4,508 | 375 |
| **Communications** | 55 | 99 | (44) | 8,496 | 9,560 | (1,064) |
| Men | 28 | 72 | (44) | 4,621 | 5,850 | (1,229) |
| Women | 27 | 27 | 0 | 3,875 | 3,710 | 165 |
| **Others** | 32 | 74 | (42) | 3,249 | 4,000 | (751) |
| Men | 19 | 70 | (51) | 2,154 | 2,870 | (716) |
| Women | 13 | 4 | 9 | 1,095 | 1,130 | (35) |
| **All Sectors** | 323 | 655 | (332) | 49,645 | 55,573 | (5,928) |
| Men | 167 | 447 | (280) | 31,040 | 35,366 | (4,326) |
| Women | 156 | 208 | (52) | 18,607 | 20,208 | (1,601) |

Note: Negative numbers are between parentheses.

**Table 5:**
**Promotions in Full-time Employment for Persons with Disabilities, by Industrial Sector and by Sex, Compared to the Employment Equity Workforce**

| Industrial Sector | Persons with Disabilities | | | Workforce | | |
|---|---|---|---|---|---|---|
| | Men | Women | Total | Men | Women | Total |
| Banking | 242 | 326 | 568 | 11,719 | 25,195 | 36,909 |
| Transportation | 172 | 26 | 198 | 11,868 | 2,581 | 14,449 |
| Communications | 62 | 36 | 98 | 5,549 | 4,362 | 9,911 |
| Others | 38 | 8 | 46 | 1,886 | 823 | 2,709 |
| All Sectors | 514 | 396 | 910 | 31,022 | 32,961 | 63,978 |

## Members of Visible Minorities

Members of visible minorities are persons, other than aboriginal peoples, who are non-Caucasian in race or non-white in colour, and who so identify themselves to an employer, or agree to be so identified by an employer, for the purpose of the Employment Equity Act.

### Geographic Location

In 1986 more than 90% of the members of visible minorities in Canada lived in Ontario, Quebec, Alberta and British Columbia. More than half of all members of visible minorities lived in Ontario (51.3%). Members of visible minorities also tended to be concentrated in major urban areas, especially Toronto, Vancouver and Montreal.

### Age Distribution

The age profile of members of visible minorities is a younger one than that of the Canadian population in general. About 80% are under the age of 45, compared with 70% of the total population. There are also more children under the age of 14 (about a quarter of this group's total number) and fewer people over 65.

## Part I: Profile of Members of Visible Minorities in the Canadian Labour Force

Between 1981 and 1986, employment of members of visible minorities rose by 31.4% from 564,370 to 741,615. In 1986 the unemployment rate of members of visible minorities was 10.8%.

In 1986, 72.1% of members of the visible minorities were in the Canadian labour force. This was a slight decrease from 72.5% in 1981. Their participation rate was higher than the other designated groups. Geographic concentration in major urban areas allows for better access to jobs; there is also a greater proportion in the dominant working group between 25 to 44 years of age. These two factors and the presence of a larger proportion of women from members of the visible minorities in the labour force affect the labour market demographics.

The occupational distribution of members of visible minorities was different from that of the Canadian labour force. Proportionately fewer were in Upper-level and Middle and Other Managers occupations and proportionately more were in Other manual jobs. About 6% of members of visible minorities were in Middle and Other Managers occupations compared to slightly more than 8% of the total population. Almost 19% were in Other Manual occupations compared to 15% of the total population, and 13.6% were in the Professionals category.

## Part II: Analysis of Members of Visible Minorities in the Workforce Covered Under the Employment Equity Act

## Representation in the Employment Equity Workforce

There were 34,970 members of visible minorities reported under the Employment Equity Act in 1987. This represented 6% of the workforce covered under the Act and was marginally less than their representation in the Canadian labour force (6.3%). Women accounted for 52% of all visible minority employees, which was a higher percentage than the overall representation of women in the workforce (41.2%).

Table 1 presents the distribution of the group across employment status and industrial sectors. It shows that 31,300 or 89.5% were employed in permanent full-time positions, 3541 or 10.1% were in part-time employment and 129 or 0.4% were temporary employees. This distribution was very similar to that of the Canadian labour force. Visible minority men accounted for 4.8% of the number of all men employed full-time in the workforce under the Act and visible minority women accounted for 7.9% of all the women employed full-time.

**Table 1:**
**Distribution of Members of Visible Minorities by Employment Status, by Sex and by Industrial Sector, Compared to the Employment Equity Workforce**

| | Members of Visible Minorities | | | | | Workforce |
|---|---|---|---|---|---|---|
| **Employment Status** | **Banking** | **Transportation** | **Communications** | **Others** | **All Sectors** | |
| **Full-time** | 14,304 | 4,977 | 10,995 | 1,024 | 31,300 | 523,917 |
| Men | 3,754 | 3,882 | 7,425 | 716 | 15,777 | 326,257 |
| Women | 10,550 | 1,095 | 3,565 | 307 | 15,517 | 197,656 |
| Women's % | 73.8% | 22.0% | 32.4% | 30.0% | 49.6% | 37.7% |
| **Part-time** | 1,686 | 251 | 1,557 | 47 | 3,541 | 55,706 |
| Men | 232 | 119 | 620 | 18 | 989 | 14,149 |
| Women | 1,454 | 132 | 957 | 29 | 2,572 | 41,557 |
| Women's % | 86.2% | 52.6% | 61.5% | 61.7% | 72.6% | 74.6% |
| **Temporary** | 84 | 17 | 21 | 7 | 129 | 7,238 |
| Men | 12 | 15 | 6 | 6 | 39 | 4,914 |
| Women | 72 | 2 | 15 | 1 | 90 | 2,324 |
| Women's % | 85.7% | 11.8% | 71.4% | 14.3% | 69.8% | 32.1% |
| **All** | | 16,074 | 5,245 | 12,573 | 1,078 | 34,970 |
| Men | 3,998 | 4,016 | 8,051 | 740 | 16,805 | 345,320 |
| Women | 12,076 | 1,229 | 4,537 | 337 | 18,179 | 241,537 |
| Women's % | 75.1% | 23.4% | 36.1% | 31.3% | 52.0% | 41.2% |

Over 85.4% of visible minority women worked full-time compared to 93.9% of visible minority men. Finally, women from this group were more heavily concentrated in full-time positions than were women generally in the workforce.

## Representation in the Industrial Sectors

Members of visible minorities made up 9.5% of the Banking sector's workforce, 7.2% of the Communications sector and 2.6% of both the Transportation and the Others sector. The representation of women in the group within each industrial sector varied from a high of 75.1% in Banking to a low of 23.4% in Transportation.

## Geographic Representation

The highest number of members of visible minorities worked in Ontario, with 16,740 individuals working in that province alone. Quebec followed with 8311. These numbers constituted 71.6% of all members of visible minorities in the workforce. Members of visible minorities were more likely to work in urban areas than was the entire workforce covered under the Act. Over three quarters of members of visible minorities were

employed in the eight designated Census Metropolitan Areas, compared to 58.4% for the workforce as a whole.

### Distribution Across the Industrial Sectors

Members of visible minorities showed a high degree of sectoral concentration in Ontario and Quebec. Fifty-eight percent of members of visible minorities, compared to 32.9% for the entire workforce in Ontario, worked in the Banking sector. In Quebec, 72.5% of the group, compared to 36.1% of the workforce were employed in the Communications sector.

Graph 1 shows that the distribution of members of visible minorities across industrial sectors was quite different from that of the workforce covered under the Act. The Banking sector employed nearly one half (46.0%) of the members of visible minorities as opposed to 28% of the workforce under the Act. (Three quarters of these employees were women.) Meanwhile, the Transportation sector employed only 15% of the group compared to 34% of the workforce under the Act.

## Average Salaries in the Employment Equity Workforce

In 1987, the estimated overall average salary for the members of visible minorities was $27,421, 93.7% of the average salary for the workforce.[1] Visible minority men had an average salary of $32,506 which was 96.1% of the men's average in the workforce, while visible minority women had an average of $22,749, or 99.9%, of the women's average in the workforce. Visible minority women were paid 70% of the average salary of men in this group.

In the workforce covered under the Act members of visible minorities working full-time were paid $2330 more a year than members of visible minorities in the Canadian labour force.

Graph 2 presents the distribution of members of visible minorities across salary ranges. The distributions are very different for men and for women. Nearly two thirds (65.4%) of all visible minority women working full-time were paid less than $25,000, compared to 16.6% of the visible minority men. The percentage of visible minority women paid under $25,000 was significantly higher than the 58.1% of all women in the workforce.

### Salaries by Industrial Sector

In full-time employment in every industrial sector (except Others) the average salary paid to members of visible minorities was less than the average salary for the workforce. In Communications, visible minority men working full-time were paid an estimated average salary of $33,296 compared to the average of $35,306 for all men working full-time in this sector.

In each of the industrial sectors, women were paid less than 82% of the average salary paid to men in this group. The full-time average salaries for visible minority women and for all women in each of the industrial sectors were similar.

## Occupational Distribution

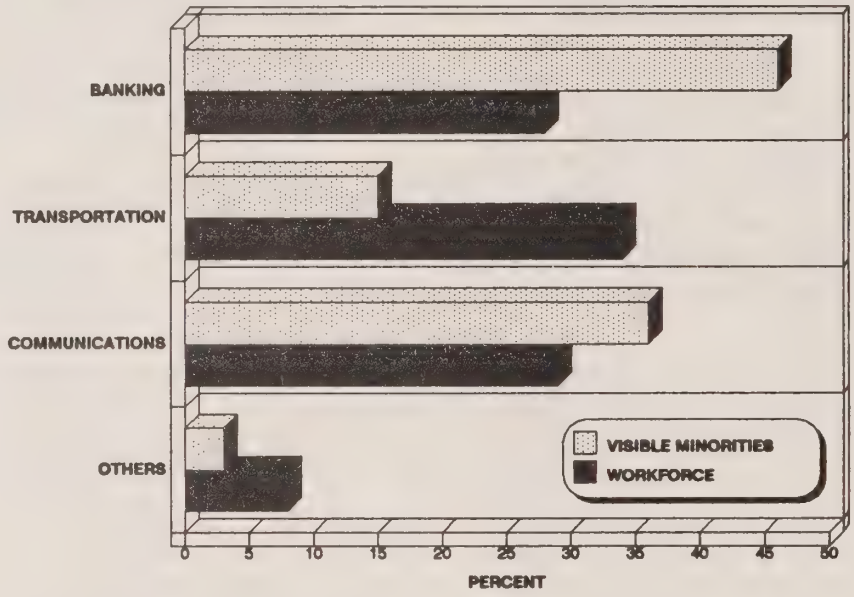
There were 3541 members of visible minorities in part-time jobs and of these 72.6% were women. Thirty percent were in the Clerical Workers group and 42.2% were in the Semi-skilled Manual Workers category.

Table 3 presents the full-time occupational distribution of members of visible minorities by industrial sector. The occupational distribution of members of visible minorities overall was similar to that of the workforce.

Visible minority women were slightly more concentrated in the Clerical Workers group than were women in the workforce covered under the Act (66.3% compared to 61.5%). They were also

1 The Legislation does not require the reporting of sufficient data to allow for an analysis of salary or occupational differences amongst groups within the visible minority community.

## GRAPH 1: DISTRIBUTION OF MEMBERS OF VISIBLE MINORITES BY INDUSTRIAL SECTOR




## GRAPH 2: FULL-TIME SALARY DISTRIBUTIONS OF MEMBERS OF VISIBLE MINORITIES AND THE WORKFORCE

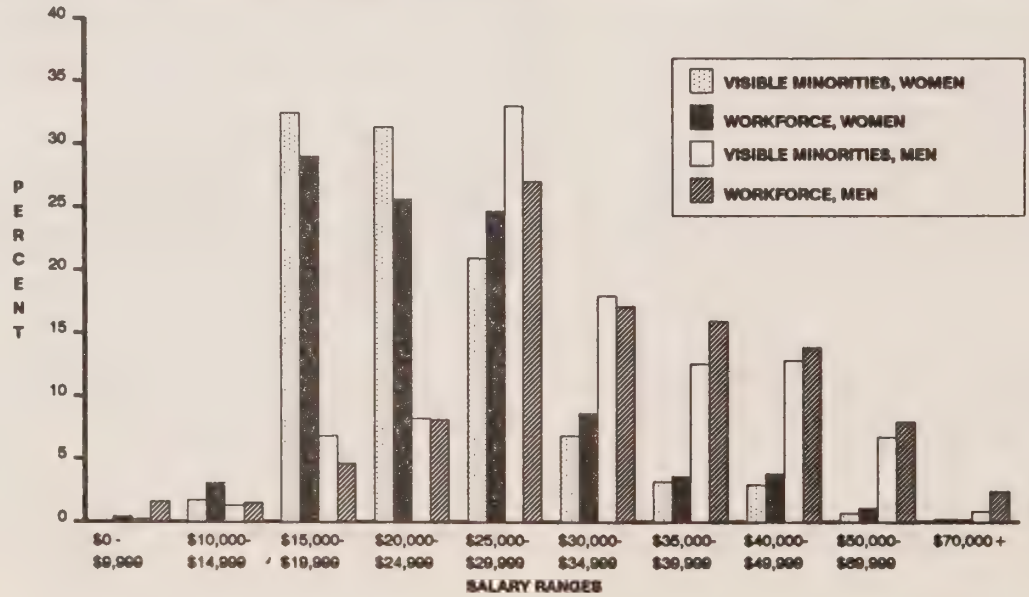


**Table 2:**
**Estimated Average Salaries for Members of Visible Minorities by Industrial Sector, by Sex and by Employment Status, Compared to the Employment Equity Workforce**

| | Members of Visible Minorities | | | Workforce | | |
|---|---|---|---|---|---|---|
| **Industrial Sector** | Full-Time | Part-time | All Emp. Status ** | Full-Time | Part-time | All Emp. Status ** |
| **Banking** | $25,143 | $11,766 | $23,655 | $27,210 | $10,833 | $24,517 |
| Men | $32,662 | $11,869 | $31,471 | $39,984 | $10,116 | $38,835 |
| Women | $22,461 | $11,751 | $21,072 | $22,368 | $10,876 | $20,018 |
| Women/Men * | 68.8% | 99.0% | 67.0% | 55.9% | 107.5% | 51.5% |
| **Transportation** | $30,985 | $9,693 | $29,918 | $31,939 | $10,654 | $30,568 |
| Men | $32,539 | $10,242 | $31,822 | $33,183 | $11,035 | $32,045 |
| Women | $25,482 | $9,210 | $23,710 | $25,345 | $10,134 | $23,376 |
| Women/Men * | 78.3% | 89.9% | 74.5% | 76.4% | 91.8% | 72.9% |
| **Communications** | $31,324 | $23,854 | $30,446 | $32,668 | $21,224 | $31,487 |
| Men | $33,296 | $22,068 | $32,558 | $35,306 | $18,827 | $34,345 |
| Women | $27,239 | $24,841 | $26,745 | $28,186 | $22,433 | $27,209 |
| Women/Men * | 81.8% | 112.6% | 82.1% | 79.8% | 119.2% | 79.2% |
| **Others** | $37,545 | $14,149 | $36,367 | $34,200 | $12,665 | $33,105 |
| Men | $42,125 | $13,958 | $41,213 | $36,222 | $12,539 | $35,248 |
| Women | $26,767 | $14,267 | $25,635 | $26,417 | $12,792 | $25,221 |
| Women/Men * | 63.5% | 102.2% | 62.2% | 72.9% | 102.0% | 71.6% |
| **All Sectors** | $28,649 | $16,800 | $27,421 | $31,047 | $14,030 | $29,274 |
| Men | $33,360 | $17,800 | $32,506 | $34,920 | $14,279 | $33,842 |
| Women | $23,859 | $16,461 | $22,749 | $24,675 | $13,947 | $22,767 |
| Women/Men * | 71.5% | 92.5% | 70.0% | 70.7% | 97.7% | 67.3% |

* Women's salaries as a proportion of men's

** All Employment Status

**Table 3:**
**Occupational Distribution of Members of Visible Minorities Working Full-time by Industrial Sector and by Sex, Compared to the Employment Equity Workforce**

| Occupational Group | Members of Visible Minorities | | | | | | | | | | Workforce | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Banking | | Transportation | | Communications | | Others | | All Sectors | | | |
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Upper level Managers | 1.1% | 0.0% | 0.5% | 0.5% | 0.4% | 0.1% | 1.8% | 0.7% | 0.7% | 0.1% | 1.3% | 0.1% |
| Middle and Other Managers | 28.4% | 9.1% | 5.2% | 2.9% | 12.1% | 8.0% | 9.4% | 5.2% | 14.2% | 8.3% | 14.8% | 10.7% |
| Professionals | 26.2% | 7.6% | 6.5% | 7.1% | 8.2% | 3.9% | 41.1% | 14.3% | 13.6% | 6.8% | 5.6% | 5.8% |
| Semi-Professionals and Technicians | 2.7% | 1.1% | 5.0% | 2.5% | 4.5% | 1.1% | 10.3% | 7.8% | 4.5% | 1.3% | 7.3% | 2.7% |
| Supervisors | 4.9% | 8.4% | 2.5% | 3.7% | 1.4% | 1.9% | 2.1% | 4.6% | 2.5% | 6.5% | 2.2% | 5.3% |
| Foremen/Women | 0.1% | 0.0% | 4.0% | 0.1% | 8.4% | 1.0% | 1.4% | 0.0% | 5.0% | 0.2% | 4.8% | 0.3% |
| Clerical Workers | 33.7% | 73.4% | 10.6% | 63.7% | 3.4% | 46.7% | 5.6% | 57.3% | 12.5% | 66.3% | 6.9% | 61.5% |
| Sales Workers | 0.6% | 0.3% | 2.3% | 4.3% | 3.7% | 3.4% | 0.4% | 0.7% | 2.5% | 1.3% | 2.3% | 2.7% |
| Service Workers | 0.6% | 0.1% | 5.8% | 10.0% | 0.1% | 0.2% | 1.0% | 0.0% | 1.7% | 0.8% | 1.7% | 3.0% |
| Skilled Crafts and Trades Workers | 0.9% | 0.0% | 32.6% | 1.0% | 9.4% | 0.4% | 12.8% | 0.7% | 13.2% | 0.2% | 17.4% | 0.4% |
| Semi-skilled Manual Workers | 0.3% | 0.0% | 18.4% | 2.6% | 46.0% | 33.0% | 8.0% | 4.6% | 26.6% | 7.8% | 27.0% | 7.0% |
| Other Manual Workers | 0.4% | 0.0% | 6.5% | 1.6% | 2.3% | 0.3% | 6.1% | 4.2% | 3.1% | 0.3% | 8.7% | 0.6% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

**Table 4:**
**Hirings, Terminations and Net Effect in Full-time Employment for Members of Visible Minorities by Industrial Sector and by Sex, Compared to the Employment Equity Workforce**

| | Members of Visible Minorities | | | Workforce | | |
|---|---|---|---|---|---|---|
| **Industrial Sector** | Hirings | Terminations | Net Effect | Hirings | Terminations | Net Effect |
| **Banking** | 1,621 | 1,072 | 549 | 12,979 | 15,187 | (2,208) |
| Men | 616 | 316 | 300 | 4,225 | 4,327 | (102) |
| Women | 1,005 | 756 | 249 | 8,754 | 10,860 | (2,106) |
| **Transportation** | 571 | 427 | 144 | 24,921 | 26,826 | (1,905) |
| Men | 404 | 327 | 77 | 20,040 | 22,319 | (2,279) |
| Women | 167 | 100 | 67 | 4,883 | 4,508 | 375 |
| **Communications** | 377 | 290 | 87 | 8,496 | 9,560 | (1,064) |
| Men | 211 | 191 | 20 | 4,621 | 5,850 | (1,229) |
| Women | 166 | 99 | 67 | 3,875 | 3,710 | 165 |
| **Others** | 77 | 36 | 41 | 3,249 | 4,000 | (751) |
| Men | 41 | 23 | 18 | 2,154 | 2,870 | (716) |
| Women | 36 | 13 | 23 | 1,095 | 1,130 | (35) |
| **All Sectors** | 2,646 | 1,825 | 821 | 49,645 | 55,573 | (5,928) |
| Men | 1,272 | 857 | 415 | 31,040 | 35,366 | (4,326) |
| Women | 1,374 | 968 | 406 | 18,607 | 20,208 | (1,601) |

Note: Negative numbers are between parentheses.

**Table 5:**
**Promotions in Full-time Employment for Members of Visible Minorities by Industrial Sector and by Sex, Compared to the Employment Equity Workforce**

| | Members of Visible Minorities | | | Workforce | | |
|---|---|---|---|---|---|---|
| **Industrial Sector** | Men | Women | Total | Men | Women | Total |
| Banking | 987 | 2,609 | 3,596 | 11,719 | 25,595 | 36,909 |
| Transportation | 269 | 104 | 373 | 11,868 | 2,581 | 14,449 |
| Communications | 438 | 238 | 676 | 5,549 | 4,362 | 9,911 |
| Others | 52 | 34 | 86 | 1,886 | 823 | 2,709 |
| All Sectors | 1,746 | 2,985 | 4,731 | 31,022 | 32,961 | 63,978 |

were women in the workforce covered under the Act (66.3% compared to 61.5%). They were also less likely to be found in Middle and Other Managers occupations (8.3% compared to 10.7%).

### Occupational Distribution by Industrial Sector

#### Banking

This sector showed a high concentration of members of visible minorities in Clerical Workers occupations. Proportionately twice as many visible minority men were in the Clerical Workers group than were all men working in the Banking sector. Over 73% of visible minority women worked in the Clerical Workers group compared to 69.4% of all women in the Banking Sector. In the group 14.2% were in the Middle and Other Managers category. This was a very low percentage, when compared with the 24.2% of Middle and Other Managers who worked in the Banking sector.

#### Transportation

In this sector, 6% of visible minorities worked in the Professionals category compared to 2.1% of the sector's workforce. Over 22.3% were in Clerical Workers occupations compared to 15.3% of the sector's workforce. Just over one quarter were in the Skilled Crafts and Trades Workers category compared to 17.1% in the sector's workforce. However, visible minorities were less concentrated in the Semi-skilled Manual occupations (14.9% compared to 27.2%) and in the Other Manual Workers category (5.5% compared to 10.6%).

## Hirings and Terminations

In 1987, 4099 members of visible minorities were hired by employers subject to the Act and 2516 had their employment terminated. This resulted in an estimated 5% net increase in the size of this group. In full-time positions there was an increase of 821 individuals from this group. There were 133 hirings in full-time positions in Middle and Other Managers, 160 in Professionals and 428 in the Clerical Workers category. In part-time positions there was an increase of 718, 42.1% of whom were women.

Two thirds of the overall net increase in full-time employment for the group occurred in the Banking sector in the Middle and Other Managers, Professionals and Clerical Workers categories. In part-time employment Communications accounted for over 60% of the net increase, particularly in the Semi-skilled Manual and Other Manual Workers categories, and the Clerical Workers category.

## Promotions

A total of 4948 members of visible minorities were promoted in 1987. This number accounted for 7.3% of all promotions in the workforce covered under the Act. As was the case for every group, most (95.6%) were in full-time positions. Women received 63.1% of these full-time promotions compared to their representation in the group of 49.6%.

### Promotions By Occupational Category

When the occupational distribution of promotions for members of visible minorities is compared to that of the workforce, it appears that proportionally more promotions were in Clerical occupations and fewer were in Middle and Other Managers positions.

### Promotions By Industrial Sector

More than three quarters (76%) of the promotions of members of visible minorities employed full-time, occurred in the Banking sector. This was higher than the proportion of the group employed in this sector (45.7%). However, less than one out of five of these promotions were in the Middle and Other Managers category. This was a substantially lower rate than that for the entire sectoral workforce, where nearly one in three promotions were in the Middle and Other Managers category.

The Clerical occupations accounted for 51.8% of the promotions of members of visible minorities in the Banking sector, 10% higher than the rate of promotions to Clerical Workers positions for the sector as a whole. Visible minority women received 85.3% of these promotions.

In the Communications sector, the situation was different. Here, members of visible minorities had a slightly higher proportion of the promotions in the Middle and Other Managers category than that of the sector's workforce.

# Conclusion

The first annual reports indicate that, without question, inequities exist. The reasons are many and varied. In this context, it is recognized that there is systemic discrimination. There are also biased attitudes toward members of the designated groups. The Employment Equity Act is a recognition that this must change.

Efforts to move towards a more representative workplace in Canada require everyone's commitment and participation. This includes employers who are required by law to implement employment equity programs and to file reports on their results, as well as the media and public who are essential to the public scrutiny of the results reported.

This first Annual Report will serve as a basis for comparison in subsequent years. In order to ensure that the status of designated groups continues to improve, yearly monitoring and assessment will be essential. This will help in the evaluation of the effectiveness of the legislation. The progress achieved will also be a critical factor in determining possible changes to the legislation.

In 1991, and every 3 years thereafter, a parliamentary committee will review the effectiveness of the legislation. This Annual Report and those in the years that follow will provide a significant indication of progress in the federally regulated sector toward a society where no person shall be denied employment opportunities or benefits for reasons unrelated to ability. A society where women, aboriginal peoples, persons with disabilities and members of visible minorities will no longer be subject to conditions of disadvantage in employment.

# Appendix A

## Notes on Data

# Notes On Data

On June 1, 1988, federally regulated employers and Crown corporations with 100 employees or more were required to submit their first annual reports under the Employment Equity Act. As of November 1, 1988, 373 reports were received by Employment and Immigration Canada. However, due to reporting problems (late or problematic reports) and the schedule for the Employment Equity Act Annual Report, 363 or 97%, of the employers' reports were included in the data base for this analysis. The analysis is based on 586,861 permanent full-time, permanent part-time and temporary reported employees.

Employers are required to report according to six standard forms.[1] These forms contain the following information:

| | |
|---|---|
| **Form 1** | identification of employer, summary statistics and the certification of accuracy |
| **Form 2** | the distribution of all employees by designated group, occupational category and salary quarters |
| **Form 3** | the distribution of all employees by designated group and salary range |
| **Form 4** | employees hired, categorized by designated group |
| **Form 5** | employees promoted, categorized by designated group |
| **Form 6** | employees terminated, categorized by designated group |

Forms 2 to 6 are divided into three sets, set "A" for full-time employees, set "B" for part-time employees and set "C" for temporary employees. The forms for temporary employees are required only where temporary employees account for 20% or more of the employer's workforce. Employers must submit the forms for each industrial sector where there are 1000 or more employees and for each province and each designated Census Metropolitan Area[2] in which they employ 100 or more employees. At the Census Metropolitan Area level, only forms 2A and 2B are required.

## Key Concepts

The legislation requires that employers report employees as aboriginal peoples, persons with disabilities, or members of visible minorities, only if the employees have voluntarily identified themselves as such, or have agreed to be so identified by the employer, for the purposes of the Employment Equity Act. The number of employees reported in these three groups may not be an exact count. Some "double-counting" or overlap, among designated groups is unavoidable. For example, a woman who has identified herself as a member of a visible minority is then reported in two designated groups.

## Occupational Groups

In preparing their reports, the employers were required to categorize their employee data by occupational category on form 2 (distribution of employees), form 4 (employees hired), form 5 (employees promoted) and form 6 (employees terminated). The 12 occupational groups used by the employers were specified by the employment equity legislation and are related to the classification system used by Statistics Canada in collecting its labour force data. The twelve groups are: Upper-level Managers; Middle and Other Managers; Professionals; Semi-Professionals and Technicians; Supervisors; Foremen/Women; Clerical Workers; Sales Workers; Service Workers; Skilled Crafts and Trades Workers; Semi-skilled Manual Workers; and Other Manual Workers.[3]

Although most employers grouped their occupations into the twelve Employment Equity Occupational Groups as required under the legislation, some reported results indicate some discrepancies in occupational classification.

## Industrial Sectors

Employers covered under the Act were grouped according to the *Standard Industrial Classification: 1980* published by Statistics Canada. There are three major industrial sectors: Banking, Transportation and Communications, corresponding to three of the major groups of the Standard Industrial Classification. The fourth industrial sector in the analysis is an aggregation of the employers which did not fall into the above sectors. This grouping of employers is referred to in this report as Others. It includes companies involved in several dissimilar sectors.[4] Since this group of companies is not as homogeneous as companies in the other three sectors, the reported results are more difficult to interpret.

The grouping of employers into broad industrial sectors allows comparisons to be made in the analysis between the industrial sector data as reported under the Employment Equity Act and data already collected by Statistics Canada. In some cases (such as Banking) the entire sector is under federal jurisdiction while in others (such as Transportation) only a portion of the sector is under federal jurisdiction. In this latter case the use of Standard Industrial Classification (SIC) codes reported by employers made it possible to configure Statistics Canada data in such a way as to allow for comparisons.

## Regions

Where relevant, the data are compared on a regional basis. For the purposes of this report, the regions are defined as follows:

- Atlantic provinces (Newfoundland, New Brunswick, Prince Edward Island, Nova Scotia)
- Quebec
- Ontario
- Prairie provinces (Manitoba, Saskatchewan, Alberta)
- British Columbia
- Yukon, Northwest Territories

Since employers under federal jurisdiction did not have to submit a report on provinces in which they employed less than 100 employees, the total for Canada is always a little higher than the sum of the provinces' totals.

## Constraints and Techniques Used in the Analysis

Since this is the first year in which employers covered under the Act have supplied such detailed information on their workforce, the analysis must be read in light of certain techniques used to overcome constraints. These constraints and techniques are listed below.

### The Salary Calculations

Estimates for mean salary can be obtained from form 3, "Salary Summary".

Since the salary information is reported by salary ranges, estimates of the mean salary were made using the centre of the ranges as a proxy for each range's salary value. The estimate of the salary value of the highest salary range, $70,000 and over, was more difficult. To establish the salary value for this range, the trend of the distribution was projected;[5] an estimate was derived, allowing for a realistic estimation of mean salaries. The mean salary estimates are reliable, but should be used mainly as indicators of the extent of differences and problems, rather than as precise measurements.

Another measurement commonly used was the proportion of a given population earning less than $25,000. This measurement was derived directly from form 3 without further calculations.

## Notes

1. Information on how to obtain copies of the legislation, including Forms 1-6, is available from:
   Resource Centre
   Employment Equity Branch
   Employment and Immigration Canada
   Ottawa, Ontario
   K1A 0J9

2. The 8 designated Census Metropolitan Areas (CMA'S) are:
   Calgary, Alberta
   Edmonton, Alberta
   Halifax, Nova Scotia
   Montreal, Quebec
   Regina, Saskatchewan
   Toronto, Ontario
   Vancouver, British Columbia
   Winnipeg, Manitoba

   For more information refer to: "Schedule I", *Employment Equity Act and Reporting Requirements*, July 1986 and "Technical Reference Paper No. 1: Geographic Locations Maps for Employment Equity Reports", August 1986.

3. For more information on the classification of Occupational Groups refer to:
"Schedule III", *Employment Equity Act and Reporting Requirements*, July 1986 and "Technical Reference Paper No.3: Occupational Groups for Employment Equity Reports", August 1986.

4. The following is a list of industrial sectors grouped in the Others sector:
Livestock Farms
Services Incidental to Agricultural Crops
Metal Mines
Coal Mines
Crude Petroleum and Natural Gas
Services Incidental to Crude Petroleum and Natural Gas
Flour, Prepared Cereal Foods and Feed Industry
Vegetable Oil Mills
Stamped, Pressed and Coated Metal Products Industries
Communication and Other Electronic Equipment Industries
Project Management Construction
Other Services Incidental to Construction
Grain Elevators
Other Storage and Warehousing Industries
Farm Products, Wholesale
Business Financing Companies
Architectural, Engineering and Other Scientific and Technical Services
Other Business Services
Human Resource Administration
Economic Services Administration
International and Other Extra-Territorial Agencies
Theatrical and Other Staged Entertainment Services
Business Associates

5. The trend was intercepted using regression on a semi-logarithmic curve. The salary value of the $70,000-and-more salary range could be derived from projections based on the found curve.

# Appendix B

## Tables: The Designated Groups in the Canadian Labour Force

Table 1

TOTAL POPULATION SHOWING REPRESENTATION OF
DESIGNATED GROUPS FOR GEOGRAPHIC AREAS
1986

| GEOGRAPHIC AREAS | TOTAL | | WOMEN | ABORIGINAL PEOPLES (1) | VISIBLE MINORITIES | PERSONS WITH DISABILITIES |
|---|---|---|---|---|---|---|
| | NO. | % | % | % | % | % |
| **CANADA** | **25,022,005** | **100.0** | **50.6** | **2.8** | **6.3** | **13.2** |
| Newfoundland | 564,005 | 100.0 | 49.9 | 1.7 | 0.6 | 13.1 |
| Prince Edward Island | 125,090 | 100.0 | 50.2 | 1.0 | 1.0 | 14.7 |
| Nova Scotia | 864,150 | 100.0 | 50.6 | 1.6 | 2.8 | 16.9 |
| New Brunswick | 701,855 | 100.0 | 50.5 | 1.3 | 1.0 | 15.5 |
| Quebec | 6,454,490 | 100.0 | 50.9 | 1.3 | 3.5 | 11.3 |
| Ontario | 9,001,170 | 100.0 | 50.8 | 1.9 | 8.6 | 13.9 |
| Manitoba | 1,049,315 | 100.0 | 50.6 | 8.1 | 5.2 | 15.7 |
| Saskatchewan | 996,695 | 100.0 | 49.9 | 7.8 | 2.3 | 13.9 |
| Alberta | 2,340,265 | 100.0 | 49.6 | 4.4 | 7.1 | 11.9 |
| British Columbia | 2,849,585 | 100.0 | 50.4 | 4.4 | 10.3 | 13.8 |
| Yukon | 23,360 | 100.0 | 47.6 | 21.4 | 2.5 | 8.8 |
| Northwest Territories | 52,020 | 100.0 | 47.6 | 58.7 | 2.1 | 8.9 |

(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.

Source: Unpublished data, Statistics Canada, 1986 Census, and The Health and Activity Limitation Survey.

Prepared by: Technical Services, Employment Equity Branch
EMPLOYMENT AND IMMIGRATION CANADA

Table 2

GEOGRAPHIC DISTRIBUTION OF THE DESIGNATED GROUPS
1986

| GEOGRAPHIC AREAS | WOMEN | | ABORIGINAL PEOPLES (1) | | VISIBLE MINORITIES | | PERSONS WITH DISABILITIES | |
|---|---|---|---|---|---|---|---|---|
| | NO. | % | NO. | % | NO. | % | NO. | % |
| **CANADA** | **12,653,550** | **100.0** | **711,725** | **100.0** | **1,577,710** | **100.0** | **3,316,870** | **100.0** |
| Newfoundland | 281,570 | 2.2 | 9,560 | 1.3 | 3,415 | 0.2 | 73,105 | 2.2 |
| Prince Edward Island | 62,820 | 0.5 | 1,285 | 0.2 | 1,295 | 0.1 | 18,450 | 0.6 |
| Nova Scotia | 437,350 | 3.5 | 14,225 | 2.0 | 24,390 | 1.5 | 145,720 | 4.4 |
| New Brunswick | 354,385 | 2.8 | 9,375 | 1.3 | 7,265 | 0.5 | 109,105 | 3.3 |
| Quebec | 3,285,025 | 26.0 | 80,945 | 11.4 | 224,775 | 14.2 | 727,740 | 21.9 |
| Ontario | 4,572,330 | 36.1 | 167,375 | 23.5 | 775,250 | 49.1 | 1,263,220 | 38.1 |
| Manitoba | 531,190 | 4.2 | 85,235 | 12.0 | 54,755 | 3.5 | 160,865 | 4.8 |
| Saskatchewan | 497,790 | 3.9 | 77,650 | 10.9 | 23,325 | 1.5 | 137,515 | 4.1 |
| Alberta | 1,159,865 | 9.2 | 103,930 | 14.6 | 166,670 | 10.6 | 279,425 | 8.4 |
| British Columbia | 1,435,360 | 11.3 | 126,625 | 17.8 | 294,885 | 18.7 | 395,115 | 11.9 |
| Yukon | 11,125 | 0.1 | 4,995 | 0.7 | 585 | 0.0 | 2,040 | 0.1 |
| Northwest Territories | 24,740 | 0.2 | 30,525 | 4.3 | 1,095 | 0.1 | 4,570 | 0.1 |

(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.

Source: Unpublished data, Statistics Canada, 1986 Census, and The Health and Activity Limitation Survey.

Prepared by: Technical Services, Employment Equity Branch
EMPLOYMENT AND IMMIGRATION CANADA

Table 3

AGE DISTRIBUTION OF THE DESIGNATED GROUPS
1986

| AGE GROUPS | TOTAL POPULATION | WOMEN | ABORIGINAL PEOPLES (1) | VISIBLE MINORITIES | PERSONS WITH[2] DISABILITIES |
|---|---|---|---|---|---|
| **ALL AGE GROUPS** | **100.0%** | **100.0%** | **100.0%** | **100.0%** | **100.0%** |
| 0-14 years | 21.5 | 20.8 | 36.5 | 27.0 | 9.0 |
| 15-24 years | 16.6 | 16.3 | 21.2 | 17.3 | 5.9 |
| 25-44 years | 32.5 | 32.3 | 29.5 | 35.5 | 20.3 |
| 45-64 years | 19.4 | 19.4 | 9.9 | 15.2 | 31.4 |
| 65 years and over | 10.0 | 11.2 | 2.9 | 5.0 | 33.4 |

(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.

(2) Excludes persons in health-care institutions.

Source: Unpublished data, Statistics Canada, 1986 Census, and The Health and Activity Limitation Survey.

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EMPLOYMENT AND IMMIGRATION CANADA

**Table 4**

**PARTICIPATION RATE BY AGE AND SEX**
**CANADA, 1981 AND 1986**

| AGE GROUPS | 1981 % | 1986 % |
|---|---|---|
| Total 15 years and over | | |
| Total | 64.8 | 66.5 |
| Men | 78.2 | 77.5 |
| Women | 51.8 | 55.9 |
| 15-24 years | | |
| Total | 65.5 | 67.8 |
| Men | 69.7 | 70.7 |
| Women | 61.2 | 64.8 |
| 25 years and over | | |
| Total | 64.5 | 66.1 |
| Men | 81.1 | 79.4 |
| Women | 48.8 | 53.6 |
| 25-44 years | | |
| Total | 80.2 | 83.9 |
| Men | 95.3 | 94.9 |
| Women | 65.2 | 73.0 |
| 45-64 years | | |
| Total | 65.6 | 65.7 |
| Men | 85.6 | 82.1 |
| Women | 46.3 | 49.8 |
| 65 years and over | | |
| Total | 11.0 | 8.9 |
| Men | 17.3 | 14.6 |
| Women | 6.0 | 4.7 |

Source: Unpublished data, Statistics Canada, 1981 and 1986 Census.

Prepared by: Technical Services, Employment Equity Branch
EMPLOYMENT AND IMMIGRATION CANADA

Table 5

PARTICIPATION RATE OF SELECTED DESIGNATED GROUPS BY AGE
CANADA, 1981 (3) AND 1986

| AGE GROUPS | 1981 (3) | 1986 |
|---|---|---|
| Total 15 years and over | | |
| Total | 64.8 | 66.5 |
| Aboriginal Peoples (1) | 50.4 | 60.3 |
| Visible Minorities | 72.5 | 72.1 |
| Persons with Disabilities (2) | 31.6 | 49.0 |
| 15-24 years | | |
| Total | 65.5 | 67.8 |
| Aboriginal Peoples (1) | 43.8 | 52.2 |
| Visible Minorities | 59.8 | 61.0 |
| Persons with Disabilities | 53.3 | 54.3 |
| 25 years and over | | |
| Total | 64.5 | 66.1 |
| Aboriginal Peoples (1) | 54.3 | 64.4 |
| Visible Minorities | 76.4 | 75.6 |
| Persons with Disabilities (2) | 30.0 | 48.3 |
| 25-44 years | | |
| Total | 80.2 | 83.9 |
| Aboriginal Peoples (1) | 64.1 | 73.7 |
| Visible Minorities | 85.4 | 85.6 |
| Persons with Disabilities | 63.2 | 66.0 |
| 45-64 years | | |
| Total | 65.6 | 65.7 |
| Aboriginal Peoples (1) | 46.4 | 53.3 |
| Visible Minorities | 71.4 | 73.5 |
| Persons with Disabilities | 38.1 | 36.8 |
| 65 years and over | | |
| Total | 11.0 | 8.9 |
| Aboriginal Peoples (1) | 7.2 | 6.8 |
| Visible Minorities | 14.1 | 10.9 |
| Persons with Disabilities (2) | 4.2 | n/a |

(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.
(2) 1986, excludes persons 65 years and over.
(3) Data for persons with disabilities are from CHDS (1983-84).

Source: Unpublished data, Statistics Canada, 1981 and 1986 Census, Canadian Health and Disability Survey; and The Health and Activity Limitation Survey.

Prepared by: Technical Services, Employment Equity Branch
EMPLOYMENT AND IMMIGRATION CANADA

## Table 6

### EMPLOYMENT OF DESIGNATED GROUPS CANADA, 1981 AND 1986

| | 1981 | 1986 | INCREASE | % INCREASE |
|---|---|---|---|---|
| Total Employment | 11,167,915 | 11,702,215 | 534,300 | 4.8 |
| Men | 6,693,225 | 6,724,215 | 30,990 | 0.5 |
| Women | 4,474,695 | 4,978,005 | 503,310 | 11.2 |
| Aboriginal Peoples (1) | 122,465 | 210,605 | 88,140 | 72.0 |
| Visible Minorities | 564,370 | 741,615 | 177,245 | 31.4 |
| Persons with Disabilities (2) | 638,000(3) | 709,285 | 71,285 | 11.2 |

(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.
(2) Persons 15-64 years of age.
(3) Data for persons with disabilities are from CHDS 1983-84.

Source: Unpublished data, Statistics Canada, 1981 and 1986 Census, Canadian Health and Disability Survey; and The Health and Activity Limitation Survey.

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EMPLOYMENT AND IMMIGRATION CANADA

Table 7

UNEMPLOYMENT RATE BY AGE
CANADA, 1986

| | TOTAL 15+ | 15-24 YEARS | 25+ YEARS | 25-44 YEARS | 45-64 YEARS | 65 YEARS AND OVER |
|---|---|---|---|---|---|---|
| Total Population | 10.3 | 17.0 | 8.5 | 9.1 | 7.5 | 4.5 |
| Men | 9.6 | 17.3 | 7.7 | 8.3 | 7.0 | 3.4 |
| Women | 11.2 | 16.6 | 9.6 | 10.1 | 8.3 | 7.1 |
| Aboriginal Peoples (1) | 22.7 | 31.6 | 19.1 | 19.6 | 17.3 | 14.3 |
| Visible Minorities | 10.8 | 17.6 | 9.1 | 9.4 | 8.4 | 8.2 |
| Persons with Disabilities (2) | 15.3 | 19.3 | 14.7 | 15.7 | 13.7 | n/a |
| - limited at work (2) | 20.0 | 29.3 | 19.0 | 20.9 | 16.9 | n/a |
| - not limited at work (2) | 9.1 | 9.5 | 9.0 | 9.0 | 9.0 | n/a |

(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.

(2) Excludes persons 65 years and over.

Source: Unpublished data, Statistics Canada, 1986 Census, and The Health and Activity Limitation Survey.

Prepared by: Technical Services, Employment Equity Branch
EMPLOYMENT AND IMMIGRATION CANADA

Table 8

POPULATION AGED 15 YEARS AND OVER WHO
WORKED IN 1985 OR 1986 BY EMPLOYMENT EQUITY OCCUPATIONS GROUPS
(CENSUS OF CANADA, 1986)

| OCCUPATIONAL GROUP | TOTAL, MEN & WOMEN | | MEN | | WOMEN | | ABORIGINAL PEOPLES (1) | | VISIBLE MINORITIES | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NO. | % | NO. | % | NO. | % | NO. | % | NO. | % |
| All Occupations | 13,857,775 | 100.0 | 7,759,600 | 56.0 | 6,098,175 | 44.0 | 294,415 | 2.1 | 872,695 | 6.3 |
| Upper-level Managers | 200,330 | 100.0 | 165,415 | 82.6 | 34,915 | 17.4 | 2,885 | 1.4 | 8,195 | 4.1 |
| Middle and Other Managers | 975,280 | 100.0 | 652,250 | 66.9 | 323,035 | 33.1 | 13,740 | 1.4 | 46,170 | 4.7 |
| Professionals | 1,667,195 | 100.0 | 778,695 | 46.7 | 888,495 | 53.3 | 23,265 | 1.4 | 118,995 | 7.1 |
| Semi-Professionals and Technicians | 635,760 | 100.0 | 314,415 | 49.5 | 321,340 | 50.5 | 14,355 | 2.3 | 39,640 | 6.2 |
| Supervisors | 336,915 | 100.0 | 175,365 | 52.1 | 161,550 | 47.9 | 5,265 | 1.6 | 25,210 | 7.5 |
| Foremen/women | 368,955 | 100.0 | 339,145 | 91.9 | 29,815 | 8.1 | 6,145 | 1.7 | 13,230 | 3.6 |
| Clerical Workers | 2,360,495 | 100.0 | 473,595 | 20.1 | 1,886,900 | 79.9 | 40,435 | 1.7 | 146,745 | 6.2 |
| Sales Workers | 1,067,655 | 100.0 | 555,500 | 52.0 | 512,155 | 48.0 | 15,120 | 1.4 | 54,275 | 5.1 |
| Service Workers | 1,382,455 | 100.0 | 534,675 | 38.7 | 847,785 | 61.3 | 38,995 | 2.8 | 115,395 | 8.3 |
| Skilled Crafts and Trades | 1,056,650 | 100.0 | 968,625 | 91.7 | 88,025 | 8.3 | 20,430 | 1.9 | 39,825 | 3.8 |
| Semi-skilled Manual Workers | 1,249,320 | 100.0 | 1,074,245 | 86.0 | 175,075 | 14.0 | 32,270 | 2.6 | 59,605 | 4.8 |
| Other Manual Workers | 2,060,760 | 100.0 | 1,459,365 | 70.8 | 601,390 | 29.2 | 61,965 | 3.0 | 163,730 | 7.9 |
| Occupation not stated | 496,000 | 100.0 | 268,310 | 54.1 | 227,690 | 45.9 | 19,545 | 3.9 | 41,685 | 8.4 |

(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.

Source: Unpublished data, Statistics Canada, 1986 Census.

Prepared by: Technical Services, Employment Equity Branch
EMPLOYMENT AND IMMIGRATION CANADA

Table 9

POPULATION AGED 15 YEARS AND OVER WHO WORKED IN 1985 OR 1986 SHOWING DISTRIBUTION OF THE DESIGNATED GROUPS BY EMPLOYMENT EQUITY OCCUPATIONAL GROUPS

| OCCUPATIONAL GROUP | TOTAL | MEN | WOMEN | ABORIGINAL PEOPLES (1) | VISIBLE MINORITIES | PERSONS WITH DISABILITIES (2) TOTAL | LIMITED | NOT LIMITED |
|---|---|---|---|---|---|---|---|---|
| All Occupations | 100 % | 100 % | 100 % | 100 % | 100 % | 100 % | 100 % | 100% |
| Upper-level Managers | 1.4 | 2.1 | 0.6 | 1.0 | 0.9 | 0.8 | 0.5 | 1.5 |
| Middle and Other Managers | 7.0 | 8.4 | 5.3 | 4.7 | 5.3 | 4.9 | 4.2 | 6.1 |
| Professionals | 12.0 | 10.0 | 14.6 | 7.9 | 13.6 | 8.4 | 6.9 | 11.2 |
| Semi-Professionals and Technicians | 4.6 | 4.1 | 5.3 | 4.9 | 4.5 | 4.0 | 4.3 | 3.6 |
| Supervisors | 2.4 | 2.3 | 2.6 | 1.8 | 2.9 | 2.7 | 2.8 | 2.4 |
| Foremen/women | 2.7 | 4.4 | 0.5 | 2.1 | 1.5 | 2.6 | 3.1 | 1.7 |
| Clerical Workers | 17.0 | 6.1 | 30.9 | 13.7 | 16.8 | 14.5 | 13.1 | 17.2 |
| Sales Workers | 7.7 | 7.2 | 8.4 | 5.1 | 6.2 | 7.5 | 6.9 | 8.7 |
| Service Workers | 10.0 | 6.9 | 13.9 | 13.2 | 13.2 | 10.9 | 11.8 | 9.2 |
| Skilled Crafts and Trades | 7.6 | 12.5 | 1.4 | 6.9 | 4.6 | 8.9 | 8.9 | 8.7 |
| Semi-skilled Manual Workers | 9.0 | 13.8 | 2.9 | 11.0 | 6.8 | 13.5 | 14.6 | 11.5 |
| Other Manual Workers | 14.9 | 18.8 | 9.9 | 21.0 | 18.8 | 18.1 | 19.9 | 14.6 |

(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.

(2) Persons with disabilities are included if they worked anytime between 1981 and 1986.

Source: Unpublished data, Statistics Canada, 1986 Census, and
The Health and Activity Limitation Survey.

NOTE: Totals do not add to 100 per cent due to exclusion of individuals where occupations were not stated.

Prepared by: Technical Services, Employment Equity Branch
EMPLOYMENT AND IMMIGRATION CANADA

# Appendix C

## Employers Subject to the Employment Equity Act

On June 1, 1988, federally regulated employers with 100 or more employees were required to file their first employment equity reports. There were 380 employers subject to the Act in 1987 and a total number of 373 reports were received.

The first part of the list indicates the name of the employers whose reports were received on or before June 1, 1988 and the second part of the list indicates the name of the employers whose reports were received after June 1, 1988.

All reports are publicly available unless otherwise specified.

There are explanatory notes at the end of the list on particular cases.

## List of Employer Reports Received on or Before June 1, 1988

| | No. of Employees |
|---|---|
| 121112 CANADA INC.(METRO EXPRESS) | 124 |
| ACL AUTOMOBILE CARRIERS LIMITED | 259 |
| AIR ATLANTIC LTD. | 177 |
| AIR ATONOBEE LTD. D.B.A. CITY EXPRESS | 825 |
| AIR FRANCE | 140 |
| AIR ONTARIO INC. | 789 |
| AIRBC LIMITED | 669 |
| ALBERTA WHEAT POOL | 1636 |
| AMERICAN AIRLINES INC. | 177 |
| AMOK LTD./LTEE | 262 |
| ARCTIC TRANSPORTATION LTD. | 222 |
| ARNOLD BROS. TRANSPORT LTD. | 395 |
| ARROW TRANSPORTATION SYSTEM INC. | 551 |
| ASSOCIATION DES EMPLOYEURS MARITIMES | 2765 |
| ATLANTIC TOWING LTD. | 241 |
| ATOMIC TRANSPORTATION SYSTEM INC. | 422 |
| B.C. MARITIME EMPLOYERS ASSOCIATION | 4918 |
| B.C. TELEPHONE COMPANY | 12894 |
| B.C. TELEVISION BROADCASTING SYSTEM LTD. | 350 |
| BANCA COMMERCIALE ITALIANA OF CANADA | 139 |
| BANK OF AMERICA CANADA | 407 |
| BANK OF BOSTON CANADA | 141 |
| BANK OF CANADA | 2491 |
| BANQUE LAURENTIENNE DU CANADA | 2112 |
| BANQUE NATIONALE DE PARIS (CANADA) | 366 |
| BANQUE NATIONALE DU CANADA | 12462 |
| BARCLAYS BANK OF CANADA | 276 |
| BEARSKIN LAKE AIR SERVICE LTD. | 111 |
| BELL CANADA | 58378 |
| BIG HORN TRANSPORT LTD. | 101 |
| BOYD MOVING AND STORAGE LIMITED | 89 |
| BRITISH AIRWAYS PLC | 203 |
| BUCKERFIELD'S LIMITED | 129 |
| BURLINGTON AIR EXPRESS (CANADA) LTD. | 223 |
| BYERS TRANSPORT LIMITED | 737 |

| | No. of Employees |
|---|---|
| CABLECASTING LIMITED | 279 |
| CABLENET LIMITED | 335 |
| CAN-TRUCK TRANSPORTATION LIMITED | 432 |
| CANADA CARTAGE SYSTEMS LIMITED | 528 |
| CANADA TRANSPORT LIMITED | 297 |
| CANADIAN AIRLINES INTERNATIONAL LTD. | 12938 |
| CANADIAN IMPERIAL BANK OF COMMERCE | 40347 |
| CANADIAN PACIFIC LIMITED | 456 |
| CANADIAN SATELLITE COMMUNICATIONS INC. | 131 |
| CANADIAN WHEAT BOARD | 477 |
| CANTEL INC. | 359 |
| CAP COMMUNICATIONS LIMITED | 345 |
| CAPITAINE COURRIER CORPORATION | 134 |
| CARGILL LIMITED | 1081 |
| CARLETON BUS LINES (ANTRIM) LIMITED | 168 |
| CAST NORTH AMERICA (1983) INC. | 132 |
| CATHAY PACIFIC AIRWAYS LIMITED | 107 |
| CENTRAL AIRWAYS CORP. | 254 |
| CFCW LTD. | 104 |
| CFPL BROADCASTING LIMITED | 237 |
| CFQC BROADCASTING | 122 |
| CFTO-TV LIMITED | 865 |
| CHEK-TV LIMITED | 118 |
| CHEMICAL BANK OF CANADA | 109 |
| CHEMIN DE FER QNS&L | 563 |
| CHUM LIMITED | 1838 |
| CKCK BROADCASTING LIMITED PARTNERSHIP | 128 |
| CKNX BROADCASTING LIMITED | 101 |
| CKO INCORPORATED | 207 |
| CNCP TELECOMMUNICATIONS | 3801 |
| CP RAIL-DIVISION CANADIAN PACIFIC LTD. | 25940 |
| CTV TELEVISION NETWORK LTD. | 353 |
| DELTA AIR LINES INC. | 366 |
| DENISON MINES LIMITED-ELLIOT LAKE OPERATIONS | 1977 |
| EASTERN AIR LINES INC. | 326 |
| ELDERS GRAIN COMPANY LTD. | 167 |
| EMERY AIR FREIGHT | 278 |
| EMPIRE STEVEDORING CO. LTD. | 270 |
| ENERCHEM TRANSPORT INC. | 126 |
| ERB TRANSPORT LIMITED | 752 |
| FEDERAL EXPRESS CANADA LTD. | 615 |
| FEDNAV LIMITED | 145 |
| FUNDY CABLEVISION LTD. | 125 |
| GRAY COACH LINES LIMITED | 602 |
| GREY GOOSE BUS LINES (MANITOBA) LTD. | 220 |
| GREY GOOSE BUS LINES (ALBERTA) LTD. | 214 |
| GREYHOUND LINES OF CANADA LTD. | 1715 |
| GRIMSHAW TRUCKING AND DISTRIBUTING LTD. | 188 |
| GULF CANADA RESOURCES LIMITED | 193 |
| H & R TRANSPORT LTD. | 175 |
| HALCO INC. | 161 |
| HENDRIE TRANSPORTATION INC. | 241 |
| HONGKONG BANK OF CANADA | 2162 |
| HOUSEHOLD MOVERS & SHIPPERS LTD. | 191 |
| HUDSON BAY MINING & SMELTING CO. LIMITED | 1833 |
| HUSKY OIL OPERATIONS LTD. | 143 |
| IMPERIAL OIL LIMITED | 223 |
| INNOTECH AVIATION ENTERPRISES LIMITED | 475 |
| INTER-CITY TRUCK LINES (CANADA) INC. | 645 |
| INTERNATIONAL AIR TRANSPORT ASSOCIATION | 178 |
| INTERPROVINCIAL PIPE LINES COMPANY | 660 |
| KENT LINE LIMITED | 337 |
| KEY LAKE MINING CORPORATION | 474 |
| KEY RADIO LIMITED | 193 |
| KINGCOME NAVIGATION COMPANY LTD. | 151 |
| KINGSWAY TRANSPORTS LTD. | 2239 |
| KLEYSEN TRANSPORT LTD. | 760 |
| LA SOCIETE MARITIME MARCH LTEE | 113 |
| LAIDLAW CARRIERS INC. | 545 |
| LAKEHEAD FREIGHTWAYS LIMITED | 105 |
| LES MESSAGERIES GLOBAL INC. | 153 |
| LES TRANSPORTS PROVOST INC. | 858 |
| LLOYDS BANK CANADA | 1609 |
| LOGISTEC CORPORATION | 178 |
| MACLEAN HUNTER CABLE T.V. | 498 |
| MACLEAN HUNTER PAGING | 272 |
| MANITOBA POOL ELEVATORS | 1182 |
| MARIS TRANSPORT LIMITED | 234 |
| MARITIME ONTARIO FREIGHT LINES LTD. | 200 |
| MCCALLUM TRANSPORT INCORPORATED | 397 |
| MID-CANADA COMMUNICATIONS (CANADA) CORP. | 536 |
| MIDDLESEX LAMBTON COMMUNICATION CORP.INC | 98 |
| MIDLAND TRANSPORT LIMITED | 993 |
| MISENER HOLDINGS LIMITED | 285 |
| MONARCH BROADCASTING LTD. | 162 |
| MONTREAL SHIPPING INC. | 181 |
| MORGAN BANK OF CANADA | 116 |
| NATION'S CAPITAL TELEVISION INCORPORATED | 265 |
| NATIONAL BANK OF GREECE (CANADA) | 115 |
| NOLISAIR INTERNATIONAL INCORPORE | 366 |
| NORTH AMERICAN VAN LINES CANADA LTD. | 346 |
| NORTHERN SALES CO. LTD. | 107 |
| NORTHERN TELECOM CANADA LIMITED | 683 |
| NORTHERN TELEPHONE LIMITED | 335 |
| OGILVIE MILLS LTD. | 1001 |
| OTTAWA CARLETON REGIONAL TRANSIT COMMIS. | 2094 |
| PACIFIC ELEVATORS LIMITED | 219 |
| PARRISH & HEIMBECKER LIMITED | 1107 |
| PENETANG-MIDLAND COACH LINES LTD. | 442 |
| PENNER INTERNATIONAL INC. | 155 |
| PIONEER GRAIN COMPANY LIMITED | 596 |
| PORTER TRUCKING LTD. | 154 |
| PRAIRIE DRIVING SERVICES LTD. | 186 |
| PRINCE RUPERT GRAIN LTD. | 105 |
| QCTV LTD. | 167 |
| QUÉBECAIR | 500 |
| R. A. BELL CARTAGE LIMITED | 75 |
| RADIO 1540 LIMITED | 143 |
| RADIO FUTURA LTEE | 162 |
| RADIO NORD INC. | 232 |
| REIMER EXPRESS LINES LTD. | 1107 |
| RICHARDSON TERMINALS LIMITED | 127 |
| RIO ALGOM LIMITED | 2743 |
| ROBIN HOOD MULTIFOODS INC. | 488 |
| ROGERS CABLE T.V. LIMITED | 1994 |
| ROWAN COMPAGNIES INC. | 133 |
| SASKATCHEWAN WHEAT POOL | 3517 |
| SASKATOON TELECABLE LTD. | 202 |
| SEASPAN INTERNATIONAL LTD. | 980 |
| SEDPEX INC. | 122 |
| SHAMROCK TELEVISION SYSTEM INC. | 167 |
| SHAW CABLESYSTEMS (ALBERTA) LTD. | 139 |

## List of Employer Reports Received after June 1, 1988

| | No. of Employees |
|---|---|
| SHAW CABLESYSTEMS (B.C.) LTD. | 173 |
| SKYLINE CABLEVISION LIMITED | 136 |
| SOCANAV INC. | 389 |
| SOCIETE D'ELECTROLYSE ET DE CHIMIE ALCAN | 379 |
| SOCIETE GENERALE (CANADA) | 116 |
| STANDARD CHARTERED BANK OF CANADA | 149 |
| SUNWAPTA BROADCASTING LIMITED | 293 |
| SWISS BANK CORPORATION (CANADA) | 167 |
| TANK TRUCK TRANSPORT LIMITED | 162 |
| TELEGLOBE CANADA INC. | 1105 |
| TELESAT CANADA | 722 |
| THE BANK OF NOVA SCOTIA | 23965 |
| THE CANADIAN BANKERS' ASSOCIATION | 143 |
| THE CANADIAN PRESS | 627 |
| THE TORONTO TERMINALS RAILWAY COMPANY | 174 |
| THE TORONTO-DOMINION BANK | 25511 |
| THIBODEAU-FINCH EXPRESS INC. | 767 |
| THOMPSON'S TRANSFER CO. LIMITED | 499 |
| TIME AIR INC. | 694 |
| TRANS-NORTHERN PIPELINES INC. | 111 |
| TRANSCANADA PIPELINES LTD. | 1506 |
| TRANSPORT DESGAGNES INC. | 138 |
| TRANSPORT MCCALLUM (QUEBEC) INC. | 232 |
| TRANSPORT ROUTE CANADA | 1658 |
| TRANSPORT THIBODEAU INC. | 147 |
| TRILINE EXPRESSWAYS LTD. | 125 |
| ULS INTERNATIONAL INC. | 650 |
| VOCM-RADIO NEWFOUNDLAND | 109 |
| VOYAGEUR COLONIAL LIMITED | 529 |
| VOYAGEUR INC. | 816 |
| WARDAIR INTERNATIONAL LTD. | 4520 |
| WESTCOAST TRANSMISSION COMPANY LTD. | 884 |
| WESTERN APPROACHES LIMITED | 302 |
| WESTERN CABLEVISION LTD. | 134 |
| WESTERN MANITOBA BROADCASTERS LIMITED | 165 |
| WESTERN STEVEDORING COMPANY LIMITED | 141 |
| WESTSHORE TERMINALS LTD. | 202 |
| WORLDWAYS CANADA LTD. | 626 |
| YELLOW FREIGHT SYSTEM OF ONTARIO INC. | 291 |
| ZAVITZ TRANSPORT INTERNATIONAL INC. | 148 |
| ZIRCATEC PRECISION INDUSTRIES INC. | 287 |

| | |
|---|---|
| 161686 CANADA LIMITED (DIXON VAN LINES) | 132 |
| A. J. BUS LINES LTD. | 139 |
| A. W. FOSTER & SONS LTD. | 156 |
| ACL CANADA INC. | 139 |
| AEROSERVICES J.T. INC. | 171 |
| AIR CANADA | 21514 |
| AIR INUIT (1985) LTD. | 149 |
| AIR NOVA INC. | 139 |
| ALGOMA CENTRAL RAILWAY | 1076 |
| ALLARCOM LIMITED | 230 |
| AMJ CAMPBELL VAN LINES INC. | 1238 |
| ARMADALE COMMUNICATIONS LIMITED | 241 |
| ATOMIC ENERGY OF CANADA LIMITED | 5145 |
| AUTO HAULAWAY (EAST) LIMITED | 75 |
| AUTO HAULAWAY (CENTRAL) LIMITED | 220 |
| AUTO HAULAWAY (WEST) LIMITED | 336 |
| B.C. STEAMSHIP CO.(1975)LTD. | 204 |
| BANK OF CREDIT AND COMMERCE CANADA | 161 |
| BANK OF MONTREAL | 29371 |
| BELL CELLULAR INC. | 306 |
| BILL THOMPSON TRANSPORT LTD. | 324 |
| BRADLEY AIR SERVICES LIMITED | 400 |
| BRINKS CANADA LIMITED | 1227 |
| BURLINGTON NORTHERN RAILROAD | 114 |
| CABANO EXPEDITEX INC. | 2610 |
| CALGARY TELEVISION LIMITED | 230 |
| CALM AIR INTERNATIONAL LTD. | 191 |
| CANADA MARITIME AGENCIES LIMITED | 136 |
| CANADA MESSENGER & TRANSP. SYSTEMS INC. | 187 |
| CANADA MORTGAGE AND HOUSING CORPORATION | 3044 |
| CANADA PORTS CORPORATION | 443 |
| CANADA POST CORPORATION | 64093 |
| CANADA STEAMSHIP LINES INC. | 731 |
| CANADIAN BROADCASTING CORPORATION | 13593 |
| CANADIAN FILM DEVELOPMENT CORPORATION | 107 |
| CANADIAN FREIGHTWAYS LIMITED | 887 |
| CANADIAN FREIGHTWAYS EASTERN LIMITED | 215 |
| CANADIAN MOTORWAYS LTD. | 2247 |
| CANADIAN NATIONAL RAILWAYS COMPANY | 41259 |
| CANADIAN PACIFIC EXPRESS & TRANSPORT LTD | 7830 |
| CANADIAN STEVEDORING COMPANY LIMITED | 187 |
| CANWEST BROADCASTING LTD. | 151 |
| CAPE BRETON DEVELOPMENT CORPORATION | 3552 |
| CFCF INC. | 838 |
| CFCN COMMUNICATIONS LIMITED | 377 |
| CITIBANK CANADA | 709 |
| COMMISSION DE TRANSPORT DE LA C.R.O. | 405 |
| CONAIR AVIATION LTD. | 406 |
| CSP FOODS LTD. | 451 |
| CSX TRANSPORTATION INC. | 179 |
| DAY & ROSS INC. | 1224 |
| DEFENCE CONSTRUCTION (1951) LIMITED | 227 |
| DHL INTERNATIONAL EXPRESS LTD | 276 |
| ELDORADO RESOURCES LIMITED | 1088 |
| EXECUTIVE SECURITY SERVICES | 139 |
| EXPORT DEVELOPMENT CORPORATION | 493 |
| FARM CREDIT CORPORATION CANADA | 655 |

| | No. of Employees |
|---|---|
| FEDERAL BUSINESS DEVELOPMENT BANK | 1348 |
| FEED-RITE LTD. | 132 |
| FIELD AVIATION COMPANY LIMITED | 389 |
| FREDERICK TRANSPORT LIMITED | 316 |
| FRESHWATER FISH MARKETING CORP. | 314 |
| FRONTENAC BROADCASTING COMPANY LIMITED | 108 |
| G. M. ARMOUR & SON LTD. | 216 |
| GELCO EXPRESS LIMITED | 700 |
| GLENGARRY TRANSPORT LTD. | 683 |
| GLOBAL COMMUNICATIONS LIMITED | 461 |
| GREAT LAKES PILOTAGE AUTHORITY, LTD. | 113 |
| H. M. TRIMBLE & SONS (1983) LTD. | 196 |
| HARBOURFRONT CORPORATION | 294 |
| HELICOPTERES VIKING LIMITEE | 228 |
| HUDSON AVIATION SERVICES (TORONTO) INC. | 690 |
| HUDSON GENERAL AVIATION SERVICES INC. | 121 |
| IMPERIAL ROADWAYS LTD. | 299 |
| INTERNATIONAL DEVELOPMENT RESEARCH CENTRE | 471 |
| J. I. DENURE (CHATHAM) LIMITED | 504 |
| JOHN GRANT HAULAGE LIMITED | 139 |
| KAWARTHA BROADCASTING COMPANY LIMITED | 290 |
| KENTWAY TRANSPORTATION LIMITED | 180 |
| KINDERSLEY TRANSPORT LTD. | 355 |
| KLM ROYAL DUTCH AIRLINES | 223 |
| LIGNES AERIENNES INTER-QUEBEC INC./1 | 112 |
| LIGNES AERIENNES INTER-QUEBEC INC./2 | 154 |
| LIQUID CARGO LINES LIMITED | 138 |
| LOOMIS ARMORED CAR SERVICES LTD. | 780 |
| LOOMIS COURIER SERVICE LTD. | 1272 |
| LUFTHANSA GERMAN AIRLINES | 127 |
| MACCOSHAM SERVICE COMPANY LIMITED | 178 |
| MAPLE LEAF MILLS LTD. | 865 |
| MARINE ATLANTIC INC. | 3330 |
| MCKINLAY TRANSPORT LTD. | 466 |
| MCL MOTOR CARRIERS LIMITED | 244 |
| MOFFAT COMMUNICATIONS LIMITED | 545 |
| MONTREAL PORT CORPORATION | 571 |
| MULLEN TRUCKING LTD. | 242 |
| MULTILINGUAL TELEVISION (TORONTO) LIMITED | 237 |
| MUNICIPAL TANK LINES LIMITED | 267 |
| N. M. PATERSON & SONS LIMITED | 403 |
| NATIONAL ARTS CENTRE | 754 |
| NATIONAL CAPITAL COMMISSION | 1169 |
| NATIONAL MOBILE RADIO COMMUNICATIONS INC. | 136 |
| NATIONAL PAGETTE LTD. | 888 |
| NESEL FAST FREIGHT INC. | 475 |
| NEWFOUNDLAND DOCKYARD CORPORATION | 345 |
| NIAGARA TELEVISION LIMITED | 223 |
| NORCROS INDUSTRIES LIMITED | 212 |
| NORTHERN CABLE SERVICES LIMITED | 152 |
| NORTHERN POOL EXPRESS LTD. | 240 |
| NORTHERN TRANSPORTATION COMPANY LIMITED | 318 |
| NORTHUMBERLAND FERRIES LIMITED | 286 |
| NORTHWEST TERRITORIAL AIRWAYS | 208 |
| OKANAGAN HELICOPTERS LTD. | 546 |
| OOCL (CANADA) INC. | 112 |
| OTTAWA CABLEVISION LIMITED | 207 |
| PACIFIC WESTERN TRANSPORTATION LTD. | 111 |
| PAUL'S HAULING LTD. | 223 |
| PEACE BRIDGE BROKERAGE LIMITED | 494 |
| POLE STAR TRANSPORT INC. | 215 |
| PUBLIC FREIGHTWAYS LTD. | 290 |
| PUROLATOR COURIER LTD. | 4327 |
| R AND D MID-ISLE STEVEDORING LTD. | 400 |
| RADIOMUTUEL INC. | 377 |
| RAWLCO COMMUNICATIONS LTD. | 290 |
| REGINA CABLEVISION CO-0PERATIVE | 102 |
| REMPEL TRAIL TRANSPORTATION LTD. | 129 |
| RESEAU PATHONIC INC. | 353 |
| RICHARDS TRANSPORT LTD. | 97 |
| RIVTOW STRAITS LIMITED | 844 |
| ROGERS BROADCASTING LIMITED | 131 |
| ROYAL CANADIAN MINT | 820 |
| SASKWEST TELEVISION INC. | 138 |
| SCARBORO MOVERS LIMITED | 184 |
| SEALAND HELICOPTERS LIMITED | 147 |
| SELKIRK BROADCASTING LIMITED | 551 |
| SERVICE DE LIMOUSINE MURRAY HILL LTEE | 321 |
| SLACK TRANSPORT LIMITED | 146 |
| SMT (EASTERN) LIMITED | 189 |
| SOUNDAIR CORPORATION | 287 |
| STANDARD RADIO INC. | 328 |
| TAGGART SERVICES LIMITED | 449 |
| TALLMAN TRANSPORT LTD. | 180 |
| TELE-METROPOLE INC. | 993 |
| TELEMEDIA COMMUNICATIONS ONTARIO INC. | 356 |
| TELEMEDIA COMMUNICATIONS INC. | 502 |
| THE CANADA COUNCIL | 234 |
| THE CHASE MANHATTAN BANK OF CANADA | 201 |
| THE ROYAL BANK OF CANADA | 43189 |
| THE SPORTS NETWORK | 131 |
| THE ST. LAWRENCE SEAWAY AUTHORITY | 1162 |
| THE TORONTO HARBOUR COMMISSIONERS | 262 |
| TIPPET RICHARDSON LIMITED | 410 |
| TNT CANADA INC. | 4943 |
| TORONTO AIRWAYS LIMITED | 199 |
| TRANS MOUNTAIN PIPE LINE COMPANY LTD. | 216 |
| TRANSPORT GUILBAULT INC. | 141 |
| TRANSPORT ROBERT (1973) LTEE | 119 |
| TRANSPROVINCIAL FREIGHT CARRIERS LIMITED | 240 |
| TRANSX LTD. | 235 |
| TRILLIUM CABLE COMMUNICATIONS LIMITED | 368 |
| TRIMAC TRANSPORTATION MANAGEMENT LTD. | 119 |
| UNITED GRAIN GROWERS LIMITED | 1669 |
| UNITED PARCEL SERVICE CANADA LIMITED | 1712 |
| VAN-KAM FREIGHTWAYS LTD. | 155 |
| VANCOUVER PORT CORPORATION | 164 |
| VERREAULT NAVIGATION INC. | 124 |
| VIA RAIL CANADA INC. | 7113 |
| VIDEOTRON LTEE | 1241 |
| W. J. MOWAT LIMITED | 903 |
| WESTCAN BULK TRANSPORT LTD. | 451 |
| WESTCOM RADIO GROUP LTD. | 419 |
| WESTERN CARTAGE & STORAGE (1962) LTD. | 338 |
| WHITE PASS TRANSPORTATION LIMITED | 108 |
| WHITE PASS SYSTEMS LTD. | 114 |
| WILLIAMS MOVING & STORAGE (B.C.) LTD. | 273 |
| WINNIPEG VIDEON INCORPORATED | 110 |
| YUKON ALASKA TRANSPORT LTD./ALASKA WEST | 171 |

## Explanatory Notes

1. Report not received:

EXECAIRE INC.

2. Reports not received, pending legal resolution concerning whether or not the employer falls under jurisdiction of the Act:

BOW VALLEY OFFSHORE DRILLING LIMITED
BRONCO RENTALS & LEASING LTD.

3. Reports received but not included in analysis:

* DHL INTERNATIONAL EXPRESS LTD.
* GELCO EXPRESS LTD.
* GLENGARRY TRANSPORT LTD.
HUDSON BAY MINING AND SMELTING CO., LTD.
LLOYDS BANK CANADA
MAPLE LEAF MILLS LTD.
MARITIME-ONTARIO FREIGHT LINES LTD.
RADIOMUTUEL INC.
SEASPAN INTERNATIONAL LTD.
* SEALAND HELICOPTERS LTD.

* Reports of employers with an asterisk are not yet publicly available, but will be made public in the second printing:

4. KENTWAY TRANSPORTATION LIMITED

The employer was found not to be subject to the Act after the report was already included in the analysis. The actual report has been returned to the employer.

5. DOMINION ATLANTIC RAILWAY COMPANY
NORTHWESTEL INC.
TERRA NOVA TELECOMMUNICATIONS

Canadian National Railways Company has submitted a consolidated report for the above noted employers.

7. PATHONIC COMMUNICATIONS INC.

Reseau Pathonic Inc. has submitted a consolidated report for the above noted employer.

# Notes

# Notes

# Notes

# Notes

# Notes

# Notes

| | Nombre de salariés |
|---|---|
| WESTERN CARTAGE & STORAGE (1962) LTD. | 338 |
| WHITE PASS SYSTEMS LTD. | 114 |
| WHITE PASS TRANSPORTATION LIMITED | 108 |
| WILLIAMS MOVING & STORAGE (B.C.) LTD. | 273 |
| WINNIPEG VIDEON INCORPORATED | 110 |
| YUKON ALASKA TRANSPORT LTD./ALASKA WEST | 171 |

**Notes explicatives**

1. Rapport non déposé :
   EXECAIRE INC.

2. Rapport non déposé car l'employeur conteste la compétence fédérale et dont le dossier est présentement dans l'attente d'une vérification juridique :
   BOW VALLEY OFFSHORE DRILLING LIMITED
   BRONCO RENTALS & LEASING LTD.

3. Rapports reçus mais non inclus dans l'analyse:
   * DHL INTERNATIONAL EXPRESS LTD.
   * GELCO EXPRESS LTD.
   * GLENGARRY TRANSPORT LTD.
   HUDSONS BAY MINING AND SMELTING CO., LTD.
   LOYDS BANK CANADA
   MAPLE LEAF MILLS LTD.
   MARITIME-ONTARIO FREIGHT LINES LTD.
   RADIOMUTUEL INC.
   SEASPAN INTERNATIONAL LTD.
   * SEALAND HELICOPTERS LTD.

* Le nom des employeurs identifiés d'un astérisque indique que le rapport d'équité en matière d'emploi n'est pasdisponible; celúi-ci pourra être consulté par les intéressés après l'impression du second tirage :

5. KENTWAY TRANSPORTATION LIMITED

Le nom de l'employeur a été retiré du répertoire puisqu'il n'était pas sous compétence fédérale. La raison pour laquelle le nom de cette société n'avait pas été retiré du répertoire est due au fait que le rapport de l'employeur était inclus dans l'analyse. Le rapport déposé par l'employeur lui a été retourné.

6. DOMINION ATLANTIC RAILWAY COMPANY

   NORTHWESTEL INC.

   TERRA NOVA TELECOMMUNICATIONS

La Compagnie des chemins de fer nationaux du Canada a déposé au nom des trois employeurs ci-haut mentionnés un rapport consolidé.

7. PATHONIC COMMUNICATIONS INC.

La société Réseau Pathonic Inc., a déposé au nom de l'employeur ci-haut mentionné un rapport consolidé.

| | Nombre de salariés |
|---|---|
| CSX TRANSPORTATION INC. | 179 |
| DAY & ROSS INC. | 1224 |
| DHL INTERNATIONAL EXPRESS LTD | 276 |
| ELDORADO RESOURCES LIMITED | 1088 |
| EXECUTIVE SECURITY SERVICES | 139 |
| FEED-RITE LTD. | 132 |
| FIELD AVIATION COMPANY LIMITED | 389 |
| FREDERICK TRANSPORT LIMITED | 316 |
| FRONTENAC BROADCASTING COMPANY LIMITED | 108 |
| G. M. ARMOUR & SON LTD. | 216 |
| GELCO EXPRESS LIMITED | 700 |
| GLENGARRY TRANSPORT LTD. | 683 |
| GLOBAL COMMUNICATIONS LIMITED | 461 |
| H. M. TRIMBLE & SONS (1983) LTD. | 196 |
| HARBOURFRONT CORPORATION | 294 |
| HELICOPTERES VIKING LIMITEE | 228 |
| HUDSON AVIATION SERVICES (TORONTO) INC. | 690 |
| HUDSON GENERAL AVIATION SERVICES INC. | 121 |
| IMPERIAL ROADWAYS LTD. | 299 |
| J. I. DENURE (CHATHAM) LIMITED | 504 |
| JOHN GRANT HAULAGE LIMITED | 139 |
| KAWARTHA BROADCASTING COMAPNY LIMITED | 290 |
| KENTWAY TRANSPORTATION LIMITED | 180 |
| KINDERSLEY TRANSPORT LTD. | 355 |
| KLM ROYAL DUTCH AIRLINES | 223 |
| L'ENERGIE ATOMIQUE DU CANADA, LIMITEE | 5145 |
| LIGNES AERIENNES INTER-QUEBEC INC./2 | 154 |
| LIGNES AERIENNES INTER-QUEBEC INC./1 | 112 |
| LIQUID CARGO LINES LIMITED | 138 |
| LOOMIS ARMORED CAR SERVICES LTD. | 780 |
| LOOMIS COURIER SERVICE LTD. | 1272 |
| LUFTHANSA GERMAN AIRLINES | 127 |
| MACCOSHAM SERVICE COMPANY LIMITED | 178 |
| MAPLE LEAF MILLS LTD. | 865 |
| MARINE ATLANTIC INC. | 3330 |
| MCKINLAY TRANSPORT LTD. | 466 |
| MCL MOTOR CARRIERS LIMITED | 244 |
| MOFFAT COMMUNICATIONS LIMITED | 545 |
| MONNAIE ROYALE CANADIENNE | 820 |
| MULLEN TRUCKING LTD. | 242 |
| MULTILINGUAL TELEVISION (TORONTO) LIMITED | 237 |
| MUNICIPAL TANK LINES LIMITED | 267 |
| N. M. PATERSON & SONS LIMITED | 403 |
| NATIONAL MOBILE RADIO COMMUNICATIONS INC | 136 |
| NATIONAL PAGETTE LTD. | 888 |
| NESEL FAST FREIGHT INC. | 475 |
| NEWFOUNDLAND DOCKYARD CORPORATION | 345 |
| NIAGARA TELEVISION LIMITED | 223 |
| NORCROS INDUSTRIES LIMITED | 212 |
| NORTHERN CABLE SERVICES LIMITED | 152 |
| NORTHERN POOL EXPRESS LTD. | 240 |
| NORTHERN TRANSPORTATION COMPANY LIMITED | 318 |
| NORTHUMBERLAND FERRIES LIMITED | 286 |
| NORTHWEST TERRITORIAL AIRWAYS | 208 |
| OFFICE DE COMMERCIALISATION DU POISSON D'EAU DOUCE | 314 |
| OKANAGAN HELICOPTERS LTD. | 546 |
| OOCL (CANADA) INC. | 3112 |
| OTTAWA CABLEVISION LIMITED | 207 |
| PACIFIC WESTERN TRANSPORTATION LTD. | 111 |
| PAUL'S HAULING LTD. | 223 |
| PEACE BRIDGE BROKERAGE LIMITED | 494 |
| POLE STAR TRANSPORT INC. | 215 |
| PUBLIC FREIGHTWAYS LTD. | 290 |
| PUROLATOR COURIER LTD. | 4327 |
| R AND D MID-ISLE STEVEDORING LTD. | 400 |
| RADIOMUTUEL INC. | 377 |
| RAWLCO COMMUNICATIONS LTD. | 290 |
| REGINA CABLEVISION CO-0PERATIVE | 102 |
| REMPEL TRAIL TRANSPORTATION LTD. | 129 |
| RESEAU PATHONIC INC. | 353 |
| RICHARDS TRANSPORT LTD. | 97 |
| RIVTOW STRAITS LIMITED | 844 |
| ROGERS BROADCASTING LIMITED | 131 |
| SASKWEST TELEVISION INC. | 138 |
| SCARBORO MOVERS LIMITED | 184 |
| SEALAND HELICOPTERS LIMITED | 147 |
| SELKIRK BROADCASTING LIMITED | 551 |
| SERVICE DE LIMOUSINE MURRAY HILL LTEE | 321 |
| SLACK TRANSPORT LIMITED | 146 |
| SMT (EASTERN) LIMITED | 189 |
| SOCIETE CANADIENNE D'HYPOTHEQUES ET DE LOGEMENT | 3044 |
| SOCIETE CANADIENNE DES POSTES | 64093 |
| SOCIETE CANADIENNE DES PORTS | 443 |
| SOCIETE DE DEVELOPPEMENT DE L'IND. CINE. | 107 |
| SOCIETE DE DEVELOPPEMENT DU CAP-BRETON | 3552 |
| SOCIETE DU CREDIT AGRICOLE DU CANADA | 655 |
| SOCIETE DU PORT DE VANCOUVER | 164 |
| SOCIETE DU PORT DE MONTREAL | 571 |
| SOCIETE POUR L'EXPANSION DES EXPORTATIONS | 493 |
| SOCIETE RADIO-CANADA | 13593 |
| SOUNDAIR CORPORATION | 287 |
| STANDARD RADIO INC. | 328 |
| TAGGART SERVICES LIMITED | 449 |
| TALLMAN TRANSPORT LTD. | 180 |
| TELE-METROPOLE INC. | 993 |
| TELEMEDIA COMMUNICATIONS INC. | 502 |
| TELEMEDIA COMMUNICATIONS ONTARIO INC. | 356 |
| THE CHASE MANHATTAN BANK OF CANADA | 201 |
| THE ROYAL BANK OF CANADA | 43189 |
| THE SPORTS NETWORK | 131 |
| THE TORONTO HARBOUR COMMISSIONERS | 262 |
| TIPPET RICHARDSON LIMITED | 410 |
| TNT CANADA INC. | 4943 |
| TORONTO AIRWAYS LIMITED | 199 |
| TRANS MOUNTAIN PIPE LINE COMPANY LTD. | 216 |
| TRANSPORT GUILBAULT INC. | 141 |
| TRANSPORT ROBERT (1973) LTEE | 119 |
| TRANSPROVINCIAL FREIGHT CARRIERS LIMITED | 240 |
| TRANSX LTD. | 235 |
| TRILLIUM CABLE COMMUNICATIONS LIMITED | 368 |
| TRIMAC TRANSPORTATION MANAGEMENT LTD. | 119 |
| UNITED GRAIN GROWERS LIMITED | 1669 |
| UNITED PARCEL SERVICE CANADA LIMITED | 1712 |
| VAN-KAM FREIGHTWAYS LTD. | 155 |
| VERREAULT NAVIGATION INC. | 124 |
| VIA RAIL CANADA INC. | 7113 |
| VIDEOTRON LTEE | 1241 |
| W. J. MOWAT LIMITED | 903 |
| WESTCAN BULK TRANSPORT LTD. | 451 |
| WESTCOM RADIO GROUP LTD. | 419 |

| | Nombre de salariés |
|---|---|
| ROWAN COMPAGNIES INC. | 133 |
| SASKATCHEWAN WHEAT POOL | 3517 |
| SASKATOON TELECABLE LTD. | 202 |
| SEASPAN INTERNATIONAL LTD. | 980 |
| SEDPEX INC. | 122 |
| SHAMROCK TELEVISION SYSTEM INC. | 167 |
| SHAW CABLESYSTEMS (ALBERTA) LTD. | 139 |
| SHAW CABLESYSTEMS (B.C.) LTD. | 173 |
| SKYLINE CABLEVISION LIMITED | 136 |
| SOCANAV INC. | 389 |
| SOCIETE D'ELECTROLYSE ET DE CHIMIE ALCAN | 379 |
| SOCIETE GENERALE (CANADA) | 116 |
| STANDARD CHARTERED BANK OF CANADA | 149 |
| SUNWAPTA BROADCASTING LIMITED | 293 |
| SWISS BANK CORPORATION (CANADA) | 167 |
| TANK TRUCK TRANSPORT LIMITED | 162 |
| TELEGLOBE CANADA INC. | 1105 |
| TELESAT CANADA | 722 |
| THE BANK OF NOVA SCOTIA | 23965 |
| THE CANADIAN BANKERS' ASSOCIATION | 143 |
| THE CANADIAN PRESS | 627 |
| THE TORONTO TERMINALS RAILWAY COMPANY | 174 |
| THE TORONTO-DOMINION BANK | 25511 |
| THIBODEAU-FINCH EXPRESS INC. | 767 |
| THOMPSON'S TRANSFER CO. LIMITED | 499 |
| TIME AIR INC. | 694 |
| TRANS-NORTHERN PIPELINES INC. | 111 |
| TRANSCANADA PIPELINES LTD. | 1506 |
| TRANSPORT DESGAGNES INC. | 138 |
| TRANSPORT MCCALLUM (QUEBEC) INC. | 232 |
| TRANSPORT ROUTE CANADA | 1658 |
| TRANSPORT THIBODEAU INC. | 147 |
| TRILINE EXPRESSWAYS LTD. | 125 |
| ULS INTERNATIONAL INC. | 650 |
| VOCM-RADIO NEWFOUNDLAND | 109 |
| VOYAGEUR COLONIAL LIMITED | 529 |
| VOYAGEUR INC. | 816 |
| WARDAIR INTERNATIONAL LTD. | 4520 |
| WESTCOAST TRANSMISSION COMPANY LTD. | 884 |
| WESTERN APPROACHES LIMITED | 302 |
| WESTERN CABLEVIVION LTD. | 134 |
| WESTERN MANITOBA BROADCASTERS LIMITED | 165 |
| WESTERN STEVEDORING COMPANY LIMITED | 141 |
| WESTSHORE TERMINALS LTD. | 202 |
| WORLDWAYS CANADA LTD. | 626 |
| YELLOW FREIGHT SYSTEM OF ONTARIO INC. | 291 |
| ZAVITZ TRANSPORT INTERNATIONAL INC. | 148 |
| ZIRCATEC PRECISION INDUSTRIES INC. | 287 |

## Liste des employeurs qui ont déposé un rapport après le 1er juin 1988

| | Nombre de salariés |
|---|---|
| 161686 CANADA LIMITED (DIXON VAN LINES) | 132 |
| A. J. BUS LINES LTD. | 139 |
| A. W. FOSTER & SONS LTD. | 156 |
| ACL CANADA INC. | 139 |
| ADMINISTRATION DE LA BASE MARITIME DU ST-LAURENT | 1162 |
| ADMINISTRATION DE PILOTAGE DES GRANDS LACS LIMITEE | 113 |
| AEROSERVICES J.T. INC. | 171 |
| AIR CANADA | 21514 |
| AIR INUIT (1985) LTD. | 149 |
| AIR NOVA INC. | 139 |
| ALGOMA CENTRAL RAILWAY | 1076 |
| ALLARCOM LIMITED | 230 |
| AMJ CAMPBELL VAN LINES INC. | 1238 |
| ARMADALE COMMUNICATIONS LIMITED | 241 |
| AUTO HAULAWAY (CENTRAL) LIMITED | 220 |
| AUTO HAULAWAY (EAST) LIMITED | 75 |
| AUTO HAULAWAY (WEST) LIMITED | 336 |
| B.C. STEAMSHIP CO.(1975)LTD. | 204 |
| BANK OF CREDIT AND COMMERCE CANADA | 161 |
| BANK OF MONTREAL | 29371 |
| BANQUE FEDERALE DE DEVELOPPEMENT | 1348 |
| BELL CELLULAR INC. | 306 |
| BILL THOMPSON TRANSPORT LTD. | 324 |
| BRADLEY AIR SERVICES LIMITED | 400 |
| BRINKS CANADA LIMITED | 1227 |
| BURLINGTON NORTHERN RAILROAD | 114 |
| CABANO EXPEDITEX INC. | 2610 |
| CALGARY TELEVISION LIMITED | 230 |
| CALM AIR INTERNATIONAL LTD. | 191 |
| CANADA MARITIME AGENCIES LIMITED | 136 |
| CANADA MESSENGER & TRANSP. SYSTEMS INC. | 187 |
| CANADA STEAMSHIP LINES INC. | 731 |
| CANADIAN FREIGHTWAYS EASTERN LIMITED | 215 |
| CANADIAN FREIGHTWAYS LIMITED | 887 |
| CANADIAN MOTORWAYS LTD. | 2247 |
| CANADIAN PACIFIC EXPRESS & TRANSPORT LTD | 7830 |
| CANADIAN STEVEDORING COMPANY LIMITED | 187 |
| CANWEST BROADCASTING LTD. | 151 |
| CENTRE DE RECHERCHES POUR LE DEVELOPPEMENT INT'L | 471 |
| CENTRE NATIONAL DES ARTS | 754 |
| CFCF INC. | 838 |
| CFCN COMMUNICATIONS LIMITED | 377 |
| CITIBANK CANADA | 709 |
| COMMISSION DE LA CAPITALE NATIONALE | 1169 |
| COMMISSION DE TRANSPORT DE LA C.R.O. | 405 |
| COMPAGNIE DES CHEMINS DE FER NATIONAUX DU CANADA | 41259 |
| CONAIR AVIATION LTD. | 406 |
| CONSEIL DES ARTS DU CANADA | 234 |
| CONSTRUCTION DE DEFENCE (1951) LIMITEE | 227 |
| CSP FOODS LTD. | 451 |

| | Nombre de salariés |
|---|---|
| BEARSKIN LAKE AIR SERVICE LTD. | 111 |
| BELL CANADA | 58378 |
| BIG HORN TRANSPORT LTD. | 101 |
| BOYD MOVING AND STORAGE LIMITED | 89 |
| BRITISH AIRWAYS PLC | 203 |
| BUCKERFIELD'S LIMITED | 129 |
| BURLINGTON AIR EXPRESS (CANADA) LTD. | 223 |
| BYERS TRANSPORT LIMITED | 737 |
| CABLECASTING LIMITED | 279 |
| CABLENET LIMITED | 335 |
| CAN-TRUCK TRANSPORTATION LIMITED | 432 |
| CANADA CARTAGE SYSTEMS LIMITED | 528 |
| CANADA TRANSPORT LIMITED | 297 |
| CANADIAN AIRLINES INTERNATIONAL LTD. | 12938 |
| CANADIAN IMPERIAL BANK OF COMMERCE | 40347 |
| CANADIAN PACIFIC LIMITED | 456 |
| CANADIAN SATELLITE COMMUNICATIONS INC. | 131 |
| CANTEL INC. | 359 |
| CAP COMMUNICATIONS LIMITED | 345 |
| CAPITAINE COURRIER CORPORATION | 134 |
| CARGILL LIMITED | 1081 |
| CARLETON BUS LINES (ANTRIM) LIMITED | 168 |
| CAST NORTH AMERICA (1983) INC. | 132 |
| CATHAY PACIFIC AIRWAYS LIMITED | 107 |
| CENTRAL AIRWAYS CORP. | 254 |
| CFCW LTD. | 104 |
| CFPL BROADCASTING LIMITED | 237 |
| CFQC BROADCASTING | 122 |
| CFTO-TV LIMITED | 865 |
| CHEK-TV LIMITED | 118 |
| CHEMICAL BANK OF CANADA | 109 |
| CHEMIN DE FER QNS&L | 563 |
| CHUM LIMITED | 1838 |
| CKCK BROADCASTING LIMITED PARTNERSHIP | 128 |
| CKNX BROADCASTING LIMITED | 101 |
| CKO INCORPORATED | 207 |
| CNCP TELECOMMUNICATIONS | 3801 |
| COMMISSION CANADIENNE DU BLE | 477 |
| CP RAIL-DIVISION CANADIAN PACIFIC LTD. | 25940 |
| CTV TELEVISION NETWORK LTD. | 353 |
| DELTA AIR LINES INC. | 366 |
| DENISON MINES LIMITED ELLIOT LAKE OPERAT | 1977 |
| EASTERN AIR LINES INC. | 326 |
| ELDERS GRAIN COMPANY LTD. | 167 |
| EMERY AIR FREIGHT | 278 |
| EMPIRE STEVEDORING CO. LTD. | 270 |
| ENERCHEM TRANSPORT INC. | 126 |
| ERB TRANSPORT LIMITED | 752 |
| FEDERAL EXPRESS CANADA LTD. | 615 |
| FEDNAV LIMITED | 145 |
| FUNDY CABLEVISION LTD. | 125 |
| GRAY COACH LINES LIMITED | 602 |
| GREY GOOSE BUS LINES (MANITOBA) LTD. | 220 |
| GREY GOOSE BUS LINES (ALBERTA) LTD. | 214 |
| GREYHOUND LINES OF CANADA LTD. | 1715 |
| GRIMSHAW TRUCKING AND DISTRIBUTING LTD. | 188 |
| GULF CANADA RESOURCES LIMITED | 193 |
| H & R TRANSPORT LTD. | 175 |
| HALCO INC. | 161 |
| HENDRIE TRANSPORTATION INC. | 241 |
| HONGKONG BANK OF CANADA | 2162 |
| HOUSEHOLD MOVERS & SHIPPERS LTD. | 191 |
| HUDSON BAY MINING & SMELTING CO. LIMITED | 1833 |
| HUSKY OIL OPERATIONS LTD. | 143 |
| IMPERIAL OIL LIMITED | 223 |
| INNOTECH AVIATION ENTERPRISES LIMITED | 475 |
| INTER-CITY TRUCK LINES (CANADA) INC. | 645 |
| INTERNATIONAL AIR TRANSPORT ASSOCIATION | 178 |
| INTERPROVINCIAL PIPE LINES COMPANY | 660 |
| KENT LINE LIMITED | 337 |
| KEY LAKE MINING CORPORATION | 474 |
| KEY RADIO LIMITED | 193 |
| KINGCOME NAVIGATION COMPANY LTD. | 151 |
| KINGSWAY TRANSPORTS LTD. | 2239 |
| KLEYSEN TRANSPORT LTD. | 760 |
| LA SOCIETE MARITIME MARCH LTEE | 113 |
| LAIDLAW CARRIERS INC. | 545 |
| LAKEHEAD FREIGHTWAYS LIMITED | 105 |
| LES MESSAGERIES GLOBAL INC. | 153 |
| LES TRANSPORTS PROVOST INC. | 858 |
| LLOYDS BANK CANADA | 1609 |
| LOGISTEC CORPORATION | 178 |
| MACLEAN HUNTER CABLE T.V. | 498 |
| MACLEAN HUNTER PAGING | 272 |
| MANITOBA POOL ELEVATORS | 1182 |
| MARIS TRANSPORT LIMITED | 234 |
| MARITIME ONTARIO FREIGHT LINES LTD. | 200 |
| MCCALLUM TRANSPORT INCORPORATED | 397 |
| MID-CANADA COMMUNICATIONS (CANADA) CORP. | 536 |
| MIDDLESEX LAMBTON COMMUNICATION CORP.INC | 98 |
| MIDLAND TRANSPORT LIMITED | 993 |
| MISENER HOLDINGS LIMITED | 285 |
| MONARCH BROADCASTING LTD. | 162 |
| MORGAN BANK OF CANADA | 116 |
| NATION'S CAPITAL TELEVISION INCORPORATED | 265 |
| NATIONAL BANK OF GREECE (CANADA) | 115 |
| NOLISAIR INTERNATIONAL INCORPORE | 366 |
| NORTH AMERICAN VAN LINES CANADA LTD. | 346 |
| NORTHERN SALES CO. LTD. | 107 |
| NORTHERN TELECOM CANADA LIMITED | 683 |
| NORTHERN TELEPHONE LIMITED | 335 |
| OGILVIE MILLS LTD. | 1001 |
| OTTAWA CARLETON REGIONAL TRANSIT COMMIS. | 2094 |
| PACIFIC ELEVATORS LIMITED | 219 |
| PARRISH & HEIMBECKER LIMITED | 1107 |
| PENETANG-MIDLAND COACH LINES LTD. | 442 |
| PENNER INTERNATIONAL INC. | 155 |
| PIONEER GRAIN COMPANY LIMITED | 596 |
| PORTER TRUCKING LTD. | 154 |
| PRAIRIE DRIVING SERVICES LTD. | 186 |
| PRINCE RUPERT GRAIN LTD. | 105 |
| QCTV LTD. | 167 |
| QUEBECAIR | 500 |
| R. A. BELL CARTAGE LIMITED | 75 |
| RADIO 1540 LIMITED | 143 |
| RADIO FUTURA LTEE | 162 |
| RADIO NORD INC. | 232 |
| REIMER EXPRESS LINES LTD. | 1107 |
| RICHARDSON TERMINALS LIMITED | 127 |
| RIO ALGOM LIMITED | 2743 |
| ROBIN HOOD MULTIFOODS INC. | 488 |
| ROGERS CABLE T.V. LIMITED | 1994 |

# Annexe C

## Employeurs assujettis à la Loi sur l'équité en matière d'emploi

Le 1er juin 1988, les employeurs régis par les lois fédérales et comptant 100 employés ou plus devaient présenter leur premier rapport sur l'équité en matière d'emploi. Les employeurs assujettis à la Loi sur l'équité en matière d'emploi sont énumérés sur la liste qui suit, renfermant au total 380 sociétés. Un nombre total de 373 employeurs ont déposé un rapport sur l'équité en matière d'emploi.

La première partie de la liste contient le nom des employeurs qui ont déposé un rapport avant ou le 1er juin 1988 et la deuxième partie de la liste le nom des employeurs qui ont déposé un rapport après le 1er juin 1988.

Sauf avis contraire, tous les rapports sont disponibles et peuvent être consultés.

Le lecteur se référera aux notes à la fin du répertoire, notes qui expliquent et précisent certains cas particuliers.

## Liste des employeurs qui ont déposé un rapport avant ou le 1er juin 1988

| | Nombre de salariés |
|---|---|
| 121112 CANADA INC.(METRO EXPRESS) | 124 |
| ACL AUTOMOBILE CARRIERS LIMITED | 259 |
| AIR ATLANTIC LTD. | 177 |
| AIR ATONOBEE LTD. D.B.A. CITY EXPRESS | 825 |
| AIR FRANCE | 140 |
| AIR ONTARIO INC. | 789 |
| AIRBC LIMITED | 669 |
| ALBERTA WHEAT POOL | 1636 |
| AMERICAN AIRLINES INC. | 177 |
| AMOK LTD./LTEE | 262 |
| ARCTIC TRANSPORTATION LTD. | 222 |
| ARNOLD BROS. TRANSPORT LTD. | 395 |
| ARROW TRANSPORTATION SYSTEM INC. | 551 |
| ASSOCIATION DES EMPLOYEURS MARITIMES | 2765 |
| ATLANTIC TOWING LTD. | 241 |
| ATOMIC TRANSPORTATION SYSTEM INC. | 422 |
| B.C. MARITIME EMPLOYERS ASSOCIATION | 4918 |
| B.C. TELEPHONE COMPANY | 12894 |
| B.C. TELEVISION BROADCASTING SYSTEM LTD. | 350 |
| BANCA COMMERCIALE ITALIANA OF CANADA | 139 |
| BANK OF AMERICA CANADA | 407 |
| BANK OF BOSTON CANADA | 141 |
| BANQUE DU CANADA | 2491 |
| BANQUE LAURENTIENNE DU CANADA | 2112 |
| BANQUE NATIONALE DE PARIS (CANADA) | 366 |
| BANQUE NATIONALE DU CANADA | 12462 |
| BARCLAYS BANK OF CANADA | 276 |

Tableau 9

POPULATION AGEE DE 15 ANS ET PLUS, AYANT TRAVAILLE EN 1985 OU 1986
SELON LA REPARTITION DES GROUPES DESIGNES
ET LES CATEGORIES PROFESSIONNELLES ETABLIES PAR L'EQUITE EN MATIERE D'EMPLOI

| CATEGORIES PROFESSIONNELLES | TOTAL* | HOMMES | FEMMES | AUTOCHTONES (1) | MINORITES Visibles | PERSONNES HANDICAPEES[2] Total | ** | *** |
|---|---|---|---|---|---|---|---|---|
| **Toutes les professions** | **100 %** | **100 %** | **100 %** | **100 %** | **100 %** | **100%** | **100 %** | **100 %** |
| Cadres supérieurs | 1,4 | 2,1 | 0,6 | 1,0 | 0,9 | 0,8 | 0,5 | 1,5 |
| Cadres intermédiaires et autres cadres | 7,0 | 8,4 | 5,3 | 4,7 | 5,3 | 4,9 | 4,2 | 6,1 |
| Professionnels | 12,0 | 10,0 | 14,6 | 7,9 | 13,6 | 8,4 | 6,9 | 11,2 |
| Semi-professionnels et techniciens | 4,6 | 4,1 | 5,3 | 4,9 | 4,5 | 4,0 | 4,3 | 3,6 |
| Surveillants | 2,4 | 2,3 | 2,6 | 1,8 | 2,9 | 2,7 | 2,8 | 2,4 |
| Contremaîtres | 2,7 | 4,4 | 0,5 | 2,1 | 1,5 | 2,6 | 3,1 | 1,7 |
| Employés de bureau | 17,0 | 6,1 | 30,9 | 13,7 | 16,8 | 14,5 | 13,1 | 17,2 |
| Employés du secteur de la vente | 7,7 | 7,2 | 8,4 | 5,1 | 6,2 | 7,5 | 6,9 | 8,7 |
| Employés du secteur des services | 10,0 | 6,9 | 13,9 | 13,2 | 13,2 | 10,9 | 11,8 | 9,2 |
| Travailleurs qualifiés et artisans | 7,6 | 12,5 | 1,4 | 6,9 | 4,6 | 8,9 | 8,9 | 8,7 |
| Travailleurs manuels spécialisés | 9,0 | 13,8 | 2,9 | 11,0 | 6,8 | 13,5 | 14,6 | 11,5 |
| Autres travailleurs manuels | 14,9 | 18,8 | 9,9 | 21,0 | 18,8 | 18,1 | 19,9 | 14,6 |

* Les totaux n'équivalent pas à 100 p. 100, car nous avons exclu les personnes dont l'occupation n'était pas déclarée
** avec incapacité professionnelle
*** sans incapacité professionnelle

(1) Les 136 réserves et colonies indiennes qui représentent une population d'environ 45,000 habitants et dont l'énumération est incomplète, sont exclues du recensement du Canada de 1986.
(2) En ce qui concerne les personnes handicapées, elle sont incluses si elles ont travaillé à n'importe quel moment durant 1985 et 1986.

Source : Données non publiées, Statistique Canada, Recensement de 1986; Enquête sur la santé et les limitations d'activités.

Tableau 8

POPULATION AGEE DE 15 ANS ET PLUS, AYANT TRAVAILLE EN 1985 OU 1986, SELON LES CATEGORIES PROFESSIONNELLES ETABLIES PAR L'EQUITE EN MATIERE D'EMPLOI
(RECENSEMENT DU CANADA, 1986)

| CATEGORIES PROFESSIONNELLES | TOTAL, HOMMES FEMMES | | HOMMES | | FEMMES | | AUTOCHTONES (1) | | MINORITES VISIBLES | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NOMBRE | % | NOMBRE | % | NOMBRE | % | NOMBRE | % | NOMBRE | % |
| Toutes les professions | 13 857 775 | 100,0 | 7 759 600 | 56,0 | 6 098 175 | 44,0 | 294 415 | 2,1 | 872 695 | 6,3 |
| Cadres supérieurs | 200 330 | 100,0 | 165 415 | 82,6 | 34 915 | 17,4 | 2 885 | 1,4 | 8 195 | 4,1 |
| Cadres intermédiaires et autres cadres | 975 280 | 100,0 | 652 250 | 66,9 | 323 035 | 33,1 | 13 740 | 1,4 | 46 170 | 4,7 |
| Professionnels | 1,667 195 | 100,0 | 778 695 | 46,7 | 888 495 | 53,3 | 23 265 | 1,4 | 118 995 | 7,1 |
| Semi-professionnels et techniciens | 635 760 | 100,0 | 314 415 | 49,5 | 321 340 | 50,5 | 14 355 | 2,3 | 39 640 | 6,2 |
| Surveillants | 336 915 | 100,0 | 175 365 | 52,1 | 161 550 | 47,9 | 5 265 | 1,6 | 25 210 | 7,5 |
| Contremaîtres | 368 955 | 100,0 | 339 145 | 91,9 | 29 815 | 8,1 | 6 145 | 1,7 | 13 230 | 3,6 |
| Employés de bureau | 2,360 495 | 100,0 | 473 595 | 20,1 | 1 886 900 | 79,9 | 40 435 | 1,7 | 146 745 | 6,2 |
| Employés du secteur de la vente | 1 067 655 | 100,0 | 555 500 | 52,0 | 512 155 | 48,0 | 15 120 | 1,4 | 54 275 | 5,1 |
| Employés du secteur des services | 1 382 455 | 100,0 | 534 675 | 38,7 | 847 785 | 61,3 | 38 995 | 2,8 | 115 395 | 8,3 |
| Travailleurs qualifiés et artisans | 1 056 650 | 100,0 | 968 625 | 91,7 | 88 025 | 8,3 | 20 430 | 1,9 | 39 825 | 3,8 |
| Travailleurs manuels spécialisés | 1 249 320 | 100,0 | 1 074 245 | 86,0 | 175 075 | 14,0 | 32 270 | 2,6 | 59 605 | 4,8 |
| Autres travailleurs manuels | 2 060 760 | 100,0 | 1 459 365 | 70,8 | 601 390 | 29,2 | 61 965 | 3,0 | 163 730 | 7,9 |
| Occupations non déclarées | 496 000 | 100,0 | 268 310 | 54,1 | 227 690 | 45,9 | 19 545 | 3,9 | 41 685 | 8,4 |

(1) Les 136 réserves et colonies indiennes qui représentent une population d'environ 45,000 habitants et dont l'énumération est incomplète, sont exclues du recensement du Canada de 1986.

Source : Données non publiées, Statistique Canada, Recensement de 1986; Enquête sur la santé et les limitations d'activités.

Préparé par : Services techniques, Direction générale de l'équité en matière d'emploi
EMPLOI ET IMMIGRATION CANADA

Tableau 7

TAUX DE CHOMAGE PAR GROUPE D'AGE
CANADA, 1986

| | TOTAL 15+ | 15-24 ANS | 25 ANS + | 25-44 ANS | 45-64 ANS | 65 ANS+ |
|---|---|---|---|---|---|---|
| Population totale | 10,3 | 17,0 | 8,5 | 9,1 | 7,5 | 4,5 |
| Hommes | 9,6 | 17,3 | 7,7 | 8,3 | 7,0 | 3,4 |
| Femmes | 11,2 | 16,6 | 9,6 | 10,1 | 8,3 | 7,1 |
| Autochtones (1) | 22,7 | 31,6 | 19,1 | 19,6 | 17,3 | 14,3 |
| Minorités visibles | 10,8 | 17,6 | 9,1 | 9,4 | 8,4 | 8,2 |
| Personnes handicapées (2) | 15,3 | 19,3 | 14,7 | 15,7 | 13,7 | s.o. |
| - avec incapacité professionnelle (2) | 20,0 | 29,3 | 19,0 | 20,9 | 16,9 | s.o. |
| - sans incapacité professionnelle (2) | 9,1 | 9,5 | 9,0 | 9,0 | 9,0 | s.o. |

(1) Les 136 réserves et colonies indiennes qui représentent une population d'environ 45,000 habitants et dont l'énumération est incomplète, sont exclues du recensement du Canada de 1986.

(2) A l'exception des personnes âgées de 65 ans et plus.

Source : Données non publiées, Statistique Canada, Recensement de 1986; Enquête sur la santé et les limitations d'activités.

Préparé par : Services techniques, Direction générale de l'équité en matière d'emploi
EMPLOI ET IMMIGRATION CANADA

Tableau 6

SITUATION DE L'EMPLOI AU SEIN DES GROUPES DESIGNES
CANADA, 1981 ET 1986

| | 1981 | 1986 | AUGMENTATION NOMBRE | % |
|---|---|---|---|---|
| Total des personnes employés | 11 167 915 | 11 702 215 | 534 300 | 4,8 |
| Hommes | 6 693 225 | 6 724 215 | 30 990 | 0,5 |
| Femmes | 4 474 695 | 4 978 005 | 503 310 | 11,2 |
| Autochtones (1) | 122 465 | 210 605 | 88 140 | 72,0 |
| Minorités visibles | 564 370 | 741 615 | 177 245 | 31,4 |
| Personnes handicapées (2) | 638 000(3) | 709 285 | 71 285 | 11,2 |

(1) Les 136 réserves et colonies indiennes qui représentent une population d'environ 45,000 habitants et dont l'énumération est incomplète, sont exclues du recensement du Canada de 1986.
(2) Personnes âgées de 15 à 64 ans.
(3) Les données fournies pour le groupe des personnes handicapées sont de 1983-1984.

Source : Données non publiées, Statistique Canada, Recensement de 1981 et 1986; Enquête sur la santé et les limitations d'activités.

Préparé par : Services techniques, Direction générale de l'équité en matière d'emploi
EMPLOI ET IMMIGRATION CANADA

Tableau 5

TAUX DE PARTICIPATION DES GROUPES DESIGNES PAR AGE
CANADA, 1981 (3) ET 1986

| GROUPE D'AGE | 1981 (3) | 1986 |
|---|---|---|
| Total 15 ans et plus | | |
| Total | 64,8 | 66,5 |
| Autochtones (1) | 50,4 | 60,3 |
| Minorités visibles | 72,5 | 72,1 |
| Personnes handicapées (2) | 31,6 | 49,0 |
| 15-24 ans | | |
| Total | 65,5 | 67,8 |
| Autochtones (1) | 43,8 | 52,2 |
| Minorités visibles | 59,8 | 61,0 |
| Personnes handicapées | 53,3 | 54,3 |
| 25 ans et plus | | |
| Total | 64,5 | 66,1 |
| Autochtones (1) | 54,3 | 64,4 |
| Minorités visibles | 76,4 | 75,6 |
| Personnes handicapées (2) | 30,0 | 48,3 |
| 25-44 ans | | |
| Total | 80,2 | 83,9 |
| Autochtones (1) | 64,1 | 73,7 |
| Minorités visibles | 85,4 | 85,6 |
| Personnes handicapées | 63,2 | 66,0 |
| 45-64 ans | | |
| Total | 65,6 | 65,7 |
| Autochtones (1) | 46,4 | 53,3 |
| Minorités visibles | 71,4 | 73,5 |
| Personnes handicapées | 38,1 | 36,8 |
| 65 ans et plus | | |
| Total | 11,0 | 8,9 |
| Autochtones (1) | 7,2 | 6,8 |
| Minorités visibles | 14,1 | 10,9 |
| Personnes handicapées (2) | 4,2 | n.a. |

(1) Les 136 réserves et colonies indiennes qui représentent une population d'environ 45,000 habitants et dont l'énumération est incomplète, sont exclues du recensement du Canada de 1986.
(2) 1986, à l'exception des personnes âgées de 65 ans et plus.
(3) Les données fournies pour le groupe des personnes handicapées sont de 1983 - 84.

Source : Données non publiées, Statistique Canada, Recensement de 1981 et 1986; Enquête sur la santé et les limitations d'activités.

Préparé par : Services techniques, Direction générale de l'équité en matière d'emploi
EMPLOI ET IMMIGRATION CANADA

Tableau 4

TAUX DE PARTICIPATION, PAR GROUPE D'AGE ET PAR SEXE
CANADA, 1981 ET 1986

| GROUPES D'AGE | 1981 % | 1986 % |
|---|---|---|
| Total 15 ans et plus | 64,8 | 66,5 |
| Total | 78,2 | 77,5 |
| Hommes | 51,8 | 55,9 |
| Femmes | | |
| 15-24 ans | 65,5 | 67,8 |
| Total | 69,7 | 70,7 |
| Hommes | 61,2 | 64,8 |
| Femmes | | |
| 25 ans et plus | 64,5 | 66,1 |
| Total | 81,1 | 79,4 |
| Hommes | 48,8 | 53,6 |
| Femmes | | |
| 25-44 ans | 80,2 | 83,9 |
| Total | 95,3 | 94,9 |
| Hommes | 65,2 | 73,0 |
| Femmes | | |
| 45-64 ans | 65,6 | 65,7 |
| Total | 85,6 | 82,1 |
| Hommes | 46,3 | 49,8 |
| Femmes | | |
| 65 ans et plus | 11,0 | 8,9 |
| Total | 17,3 | 14,6 |
| Hommes | 6,0 | 4,7 |
| Femmes | | |

Source : Données non publiées, Statistique Canada, Recensement de 1981 et 1986.

Préparé par : Services techniques, Direction générale de l'équité en matière d'emploi
EMPLOI ET IMMIGRATION CANADA

Tableau 3

REPARTITION DES GROUPES DESIGNES SELON LE GROUPE D'AGE
1986

| GROUPES D'AGE | POPULATION TOTALE | FEMMES | AUTOCHTONES (1) | MINORITES VISIBLES | PERSONNES HANDICAPEES[2] |
|---|---|---|---|---|---|
| **TOUS LES GROUPES D'AGE** | **100,0 %** | **100,0 %** | **100,0 %** | **100,0 %** | **100,0 %** |
| 0-14 ans | 21,5 | 20,8 | 36,5 | 27,0 | 9,0 |
| 15-24 ans | 16,6 | 16,3 | 21,2 | 17,3 | 5,9 |
| 25-44 ans | 32,5 | 32,3 | 29,5 | 35,5 | 20,3 |
| 45-64 ans | 19,4 | 19,4 | 9,9 | 15,2 | 31,4 |
| 65 ans et plus | 10,0 | 11,2 | 2,9 | 5,0 | 33,4 |

(1) Les 136 réserves et colonies indiennes qui représentent une population d'environ 45,000 habitants et dont l'énumération est incomplète, sont exclues du recensement du Canada de 1986.

(2) A l'exclusion des personnes en établissement de santé.

Source : Données non publiées, Statistique Canada, Recensement de 1986; Enquête sur la santé et les limitations d'activités.

Préparé par : Services techniques, Direction générale de l'équité en matière d'emploi
EMPLOI ET IMMIGRATION CANADA

Tableau 2

REPARTITION GEOGRAPHIQUE DES GROUPES DESIGNES
1986

| REGIONS GEOGRAPHIQUES | FEMMES | | AUTOCHTONES (1) | | MINORITES VISIBLES | | PERSONNES HANDICAPEES | |
|---|---|---|---|---|---|---|---|---|
| | NOMBRE | % | NOMBRE | % | NOMBRE | % | NOMBRE | % |
| **CANADA** | **12 653 550** | **100,0** | **711 725** | **100,0** | **1,577,710** | **100,0** | **3,316,870** | **100,0** |
| Terre-Neuve | 281 570 | 2,2 | 9 560 | 1,3 | 3 415 | 0,2 | 73 105 | 2,2 |
| Ile-du-Prince-Edouard | 62 820 | 0,5 | 1 285 | 0,2 | 1 295 | 0,1 | 18 450 | 0,6 |
| Nouvelle-Ecosse | 437 350 | 3,5 | 14 225 | 2,0 | 24 390 | 1,5 | 145 720 | 4,4 |
| Nouveau-Brunswick | 354 385 | 2,8 | 9 375 | 1,3 | 7 265 | 0,5 | 109 105 | 3,3 |
| Québec | 3 285 025 | 26,0 | 80 945 | 11,4 | 224 775 | 14,2 | 727 740 | 21,9 |
| Ontario | 4 572 330 | 36,1 | 167 375 | 23,5 | 775 250 | 49,1 | 1,263 220 | 38,1 |
| Manitoba | 531 190 | 4,2 | 85 235 | 12,0 | 54 755 | 3,5 | 160 865 | 4,8 |
| Saskatchewan | 497 790 | 3,9 | 77 650 | 10,9 | 23 325 | 1,5 | 137 515 | 4,1 |
| Alberta | 1 159 865 | 9,2 | 103 930 | 14,6 | 166 670 | 10,6 | 279 425 | 8,4 |
| Colombie-Britannique | 1 435 360 | 11,3 | 126 625 | 17,8 | 294 885 | 18,7 | 395 115 | 11,9 |
| Yukon | 11 125 | 0,1 | 4 995 | 0,7 | 585 | 0,0 | 2 040 | 0,1 |
| Territoires du Nord-Ouest | 24 740 | 0,2 | 30 525 | 4,3 | 1 095 | 0,1 | 4 570 | 0,1 |

(1) Les 136 réserves et colonies indiennes qui représentent une population d'environ 45,000 habitants et dont l'énumération est incomplète, sont exclues du recensement du Canada de 1986.

Source : Données non publiées, Statistique Canada, Recensement de 1986; Enquête sur la santé et les limitations d'activités.

Préparé par : Services techniques, Direction générale de l'équité en matière d'emploi
EMPLOI ET IMMIGRATION CANADA

Tableau 1

PROPORTION DES GROUPES DESIGNES PAR RAPPORT A LA POPULATION TOTALE SELON LA REGION GEOGRAPHIQUE
1986

| REGIONS GEOGRAPHIQUES | TOTAL | | FEMMES | AUTOCHTONES (1) | MINORITES VISIBLES | PERSONNES HANDICAPEES |
|---|---|---|---|---|---|---|
| | NOMBRE | % | % | % | % | % |
| **CANADA** | **25 022 005** | **100,0** | **50,6** | **2,8** | **6,3** | **13,2** |
| Terre-Neuve | 564 005 | 100,0 | 49,9 | 1,7 | 0,6 | 13,1 |
| Ile-du-Prince-Edouard | 125 090 | 100,0 | 50,2 | 1,0 | 1,0 | 14,7 |
| Nouvelle-Ecosse | 864 150 | 100,0 | 50,6 | 1,6 | 2,8 | 16,9 |
| Nouveau-Brunswick | 701 855 | 100,0 | 50,5 | 1,3 | 1,0 | 15,5 |
| Québec | 6 454 490 | 100,0 | 50,9 | 1,3 | 3,5 | 11,3 |
| Ontario | 9 001 170 | 100,0 | 50,8 | 1,9 | 8,6 | 13,9 |
| Manitoba | 1 049 315 | 100,0 | 50,6 | 8,1 | 5,2 | 15,7 |
| Saskatchewan | 996 695 | 100,0 | 49,9 | 7,8 | 2,3 | 13,9 |
| Alberta | 2 340 265 | 100,0 | 49,6 | 4,4 | 7,1 | 11,9 |
| Colombie-Britannique | 2 849 585 | 100,0 | 50,4 | 4,4 | 10,3 | 13,8 |
| Yukon | 23 360 | 100,0 | 47,6 | 21,4 | 2,5 | 8,8 |
| Territoires du Nord-Ouest | 52 020 | 100,0 | 47,6 | 58,7 | 2,1 | 8,9 |

(1) Les 136 réserves et colonies indiennes qui représentent une population d'environ 45,000 habitants et dont l'énumération est incomplète, sont exclues du recensement du Canada de 1986.

Source : Données non publiées, Statistique Canada, Recensement de 1986; Enquête sur la santé et les limitations d'activités.

Préparé par : Services techniques, Direction générale de l'équité en matière d'emploi
EMPLOI ET IMMIGRATION CANADA

# Annexe B

## Tableaux : les groupes désignés dans la population active

Pour obtenir plus de renseignements, veuillez consulter l'annexe 1, *Loi sur l'équité en matière d'emploi Exigences concernant les rapports*, juillet 1986 et les Documents techniques de référence no. 1 : cartes géographiques pour les rapports sur l'équité en matière d'emploi, août 1986.

3. Pour obtenir plus de renseignements concernant la classification des catégories professionnelles, lez vous reporter à l'annexe III, *Loi sur l'équité en matière d'emploi et Exigences concernant les rapports*, juillet 1986 et les Documents techniques de référence no. 3 : catégories professionnelles pour les rapports sur l'équité en matière d'emploi, août 1986.

4. Voici la liste des branches d'activité regroupées sous le titre "Autres" :
   Fermes d'élevage
   Services relatifs aux cultures
   Mines de métaux
   Mines de charbon
   Industries du pétrole brut et gaz naturel
   Industries des services relatifs à l'extraction du pétrole brut et du gaz naturel
   Industrie de la farine, des céréales de table préparées et des aliments pour animaux
   Industrie des huiles végétales
   Industries de l'emboutissage, du matriçage et du revêtement de produits de métal
   Industries de l'équipement de communication et d'autre matériel électronique
   Gestion de travaux de construction
   Autres services relatifs à la construction
   Industries des silos à grain
   Autres industries d'entreposage et d'emmagasinage
   Produits agricoles, commerce de gros
   Sociétés de financement des entreprises
   Bureaux d'architectes, d'ingénieurs et autres services scientifiques et techniques
   Autres services aux entreprises
   Gestion des ressources humaines
   Gestion des services économiques
   Organismes internationaux et autres organismes extra-territoriaux
   Théâtres et autres spectacles
   Associations commerciales

5. La tendance a été mesurée au moyen des données de régression d'une courbe semi-logarithmique. valeur salariale de l'échelle de rémunération de 70 000 $ et plus pourrait être déduite des projections fondées sur la courbe établie.

- provinces des Prairies (Manitoba, Saskatchewan, Alberta)
- Colombie-Britannique
- Yukon, Territoires du Nord-Ouest

Etant donné que les employeurs visés par la Loi sur l'équité en matière d'emploi ne sont pas tenus de soumettre un rapport pour les provinces où ils emploient moins de 100 personnes, le total pour l'ensemble du Canada est toujours un peu plus élevé que la somme des totaux des provinces.

## Contraintes éprouvées et techniques utilisées pour l'analyse

Etant donné que les employeurs visés devaient, pour la première fois, fournir des renseignements aussi détaillés sur leur effectif, il a fallu recourir à certaines techniques pour contourner les difficultés. Le lecteur est prié d'en tenir compte. Les contraintes auxquelles on s'est buté et les techniques utilisées sont décrites ci-dessous.

### Le calcul des salaires

On peut obtenir des estimations sur les salaires moyens en consultant le formulaire 3 (profil salarial).

Comme les renseignements sur les salaires sont fournis selon l'échelle de rémunération, on a calculé les salaires moyens en utilisant la valeur médiane de chaque échelle de rémunération. Il a été plus difficile d'évaluer la valeur salariale de l'échelle de rémunération la plus élevée, soit celle de 70 000 $ et plus. Pour effectuer ce calcul, on a établi des projections[5] sur la tendance de la répartition des salariés, puis déduit une estimation, qui a permis d'évaluer de façon réaliste la rémunération moyenne. Les estimations des salaires moyens sont fiables mais ne devraient être utilisées qu'à titre d'indicateurs pour évaluer l'étendue des différences et des problèmes plutôt que de mesures précises.

On a également utilisé couramment, comme mesure, la proportion de groupes d'employés précis gagnant moins de 25 000 $. Il a été facile de déduire directement cette mesure du formulaire 3 sans effectuer d'autres calculs.

## Notes

1. Pour obtenir des renseignements sur la manière de commander des copies de la Loi, y compris les formulaires 1 à 6, il suffit de s'adresser au :
   Centre de documentation
   Direction générale de l'équité en matière d'emploi
   Emploi et Immigration Canada
   Ottawa (Ontario)
   K1A 0J9

2. Les huit régions métropolitaines de recensement désignées sont (RMR) :
   Calgary (Alberta)
   Edmonton (Alberta)
   Halifax (Nouvelle-Ecosse)
   Montréal (Québec)
   Régina (Saskatchewan)
   Toronto (Ontario)
   Vancouver (Colombie-Britannique)
   Winnipeg (Manitoba)

se sont identifiés comme tels auprès de l'employeur ou s'ils ont accepté que celui-ci les désigne comme tels pour les fins de la Loi sur l'équité en matière d'emploi.

Il se peut que le nombre d'employés déclarés dans ces trois groupes ne soit pas exact car il arrive qu'on ne puisse éviter un double comptage ou un certain recoupement. Par exemple, une femme peut se déclarer membre d'une minorité visible et se retrouver ainsi dans deux groupes désignés.

## Catégories professionnelles

Pour la préparation de leur rapport, les employeurs ont été priés de répartir les données relatives à leurs salariés selon la catégorie professionnelle sur le formulaire 2 (répartition des employés), le formulaire 4 (recrutement), le formulaire 5 (avancement) et le formulaire 6 (cessations de fonction). Les douze catégories professionnelles utilisées par les employeurs sont précisées dans la Loi sur l'équité en matière d'emploi et correspondent à celles du système de classification utilisé par Statistique Canada pour la cueillette des données sur la population active. Les douze groupes en question sont les suivants : Cadres supérieurs, Cadres intermédiaires et autres cadres, Professionnels, Semi-professionnels et techniciens, Surveillants, Contremaîtres, Employés de bureau, Employés du secteur de la vente, Employés du secteur des services, Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels[3].

Bien que la plupart des employeurs aient réparti leur effectif selon les douze catégories professionnelles prescrites par la Loi sur l'équité en matière d'emploi, quelques rapports présentent certaines différences avec le système de classification professionnelle.

## Branches d'activité

Les employeurs visés par la Loi sur l'équité en matière d'emploi ont été regroupés selon la *Classification type des industries, 1980*. publiée par Statistique Canada. Ce ministère a recensé trois grands secteurs : les banques, les transports et les communications, qui correspondent aux trois groupes majeurs de la Classification type des industries. Le quatrième domaine d'activité inclus dans l'analyse est un regroupement des employeurs qui ne pouvaient être intégrés aux branches d'activité ci-dessus. Ce groupe d'employeurs est désigné sous le titre "Autres" dans le présent rapport. Entrent dans cette catégorie les compagnies qui ont des activités dans plusieurs secteurs dissemblables[4]. Etant donné que ce groupe d'entreprises n'est pas aussi homogène que ceux des trois autres branches d'activité, les résultats des rapports sont plus difficiles à interpréter.

Le regroupement des employeurs en grandes branches d'activité permet d'établir des comparaisons, dans les analyses, entre les données déjà recueillies par Statistique Canada et les données sur les branches d'activité fournies dans les rapports présentés en vertu de la Loi sur l'équité en matière d'emploi. Dans certains cas (comme dans celui des banques), toute la branche d'activité est sous réglementation fédérale tandis que dans d'autres (comme dans celui des transports), seule une partie des activités relève du gouvernement fédéral. Dans ce dernier cas, il a été possible d'adapter les données de Statistique Canada pour établir des comparaisons en utilisant les codes de la Classification type des industries déclarés par les employeurs.

## Régions

Au besoin, les données sont comparées à l'échelle régionale. Aux fins du présent rapport, les régions sont définies comme suit :

- provinces de l'Atlantique (Terre-Neuve, Nouveau-Brunswick, Ile-du-Prince-Edouard, Nouvelle-Ecosse)
- Québec
- Ontario

# NOTES SUR LES DONNÉES

Le 1er juin 1988, les employeurs et les sociétés de la Couronne assujettis aux lois et aux règlements fédéraux, qui disposaient d'un effectif de 100 employés ou plus, devaient soumettre leur premier rapport annuel en vertu de la Loi sur l'équité en matière d'emploi. Au 1er novembre 1988, Emploi et Immigration Canada avait reçu 373 rapports. Toutefois, en raison de difficultés attribuables aux rapports soumis en retard ou posant divers problèmes et à l'échéance fixée pour la présentation du rapport annuel exigé en vertu de la Loi sur l'équité en matière d'emploi, la présente analyse est fondée sur 363 rapports (97 p. 100) soumis par les employeurs. L'analyse porte sur une total de 586 861 salariés pour lesquels un rapport a été présenté. Sont inclus les salariés permanents à temps plein, les salariés permanents à temps partiel et les salariés temporaires.

L'employeur doit remplir six formulaires types[1] pour dresser son rapport. Ces formulaires ont trait aux renseignements suivants :

**Formulaire 1** identification de l'employeur, sommaire du rapport et attestation d'exactitude

**Formulaire 2** répartition, par groupe désigné, catégorie professionnelle et quart de salaire, de tous les employés

**Formulaire 3** répartition, par groupe désigné et par échelle de rémunération, de tous les employés

**Formulaire 4** répartition, par groupe désigné, des employés recrutés

**Formulaire 5** répartition, par groupe désigné, des employés promus

**Formulaire 6** répartition, par groupe désigné, des employés qui ont quitté leur emploi

Les formulaires 2 à 6 sont divisés en trois parties, soit la partie "A" pour la catégorie de salariés permanents à temps plein, la partie "B" pour la catégorie de salariés permanents à temps partiel et la partie "C" pour la catégorie de salariés temporaires. L'employeur n'est tenu de remplir des formulaires pour les salariés temporaires que lorsque ceux-ci comptent pour 20 p. 100 ou plus de son effectif. L'employeur doit soumettre les formulaires pour chaque branche d'activité où il dispose de 1 000 employés ou plus et pour chaque province et chaque région métropolitaine de recensement[2] où il emploie 100 personnes ou plus. Au niveau de la région métropolitaine de recensement, il n'est tenu de présenter que les formulaires 2A et 2B.

## Notions clés

La Loi oblige les employeurs à faire rapport sur ceux de leurs employés qui entrent dans les catégories "autochtone", "personne handicapée" ou "membre d'une minorité visible" seulement si ces employés

# Annexe A

## Note sur les données

# Conclusion

Les premiers rapports annuels reçus ont révélé, hors de tout doute, l'existence d'injustices dont les motifs sont multiples et variés. Cela dit, il a été admis qu'une discrimination systémique est faite aux membres des groupes désignés qui sont également victimes de préjugés. La Loi sur l'équité en matière d'emploi témoigne de la volonté de mettre fin à cette iniquité.

Les mesures que le Canada a adoptées pour constituer une population active plus représentative exigent l'engagement et la participation de tous, notamment les employeurs qui sont tenus par la Loi de mettre en oeuvre des programmes d'équité en matière d'emploi et de présenter des rapports faisant état des résultats obtenus, de même que les médias et le public, qui ont la possibilité de scruter les résultats contenus dans les rapports et d'en suivre l'évolution.

Ce premier rapport annuel servira de point de référence pour les années ultérieures. Afin d'assurer l'amélioration constante de la situation des groupes désignés, il sera essentiel de procéder, chaque année, à un suivi et à une évaluation.

En 1991, et tous les trois ans par la suite, un comité parlementaire examinera l'efficacité de la Loi. Le présent Rapport annuel et ceux qui suivront fourniront une indication précieuse des progrès réalisés dans les domaines de compétence fédérale en vue de la création d'une société dans laquelle personne ne se verra refuser des chances en matière d'emploi ou les avantages qui s'y rattachent, pour des raisons indépendantes de ses compétences; une société où les femmes, les autochtones, les personnes handicapées et les membres des minorités visibles ne seront plus pénalisés sur le plan de l'emploi.

**Tableau 5**

**Avancement, dans les emplois plein temps, des membres des minorités visibles, selon la branche d'activité et le sexe, comparativement l'ensemble de l'effectif visé par la Loi**

| | Membres des minorités visibles | | | Effectif total | | |
|---|---|---|---|---|---|---|
| Branche d'activité | Hommes | Femmes | Total | Hommes | Femmes | Total |
| Banques | 987 | 2 609 | 3 596 | 11 719 | 25 595 | 36 909 |
| Transports | 269 | 104 | 373 | 11 868 | 2 581 | 14 449 |
| Communications | 438 | 238 | 676 | 5 549 | 4 362 | 9 911 |
| Autres | 52 | 34 | 86 | 1 886 | 823 | 2 709 |
| Toutes les branches | 1 746 | 2 985 | 4 731 | 31 022 | 32 961 | 63 978 |

## Promotions selon la branche d'activité

Plus des trois quarts (76 p. 100) des promotions accordées aux membres du groupe occupant un emploi à temps plein se sont produites dans le secteur bancaire. Cette proportion était supérieure à celle des membres du groupe employés à temps plein dans ce secteur (45,7 p. 100). Cependant, moins de 20 p. 100 de ces promotions visaient la catégorie Cadres intermédiaires et autres cadres. Ce pourcentage était considérablement inférieur au taux établi pour l'ensemble de la main-d'oeuvre de ce secteur, où près d'une promotion sur trois visait des postes de la catégorie Cadres intermédiaires et autres cadres.

Dans le secteur bancaire, 51,8 p. 100 des promotions accordées aux membres des minorités visibles étaient dans la catégorie Employés de bureau, ce qui est supérieur de 10 p. 100 au pourcentage des promotions dans cette catégorie dans tout le secteur. De ces promotions, 85,3 p. 100 sont allées à des femmes.

Dans le secteur des communications, la répartition des promotions était différente. Le pourcentage des promotions accordées aux membres des minorités visibles et visant des postes de la catégorie Cadres intermédiaires et autres cadres était légèrement supérieur à celui de l'effectif visé de ce secteur.

**Tableau 4**

**Recrutement, cessation d'emploi et différence - membres des minorités visibles travaillant à plein temps, selon la branche d'activité et le sexe, comparativement à l'ensemble de l'effectif visé par la Loi**

| | Membres des minorités visibles | | | Effectif total | | |
|---|---|---|---|---|---|---|
| Branche d'activité | Recrutement | Cessation d'emploi | Différence | Recrutement | Cessation d'emploi | Différence |
| Banques | 1 621 | 1 072 | 549 | 12 979 | 15 187 | (2 208) |
| Hommes | 616 | 316 | 300 | 4 225 | 4 327 | (102) |
| Femmes | 1 005 | 756 | 249 | 8 754 | 10 860 | (2 106) |
| Transports | 571 | 427 | 144 | 24 921 | 26 826 | (1 905) |
| Hommes | 404 | 327 | 77 | 20 040 | 22 319 | (2 279) |
| Femmes | 167 | 100 | 67 | 4 883 | 4 508 | 375 |
| Communications | 377 | 290 | 87 | 8 496 | 9 560 | (1 064) |
| Hommes | 211 | 191 | 20 | 4 621 | 5 850 | (1 229) |
| Femmes | 166 | 99 | 67 | 3 875 | 3 710 | 165 |
| Autres | 77 | 36 | 41 | 3 249 | 4 000 | (751) |
| Hommes | 41 | 23 | 18 | 2 154 | 2 870 | (716) |
| Femmes | 36 | 13 | 23 | 1 095 | 1 130 | (35) |
| Toutes les branches | 2 646 | 1 825 | 821 | 49 645 | 55 573 | (5 928) |
| Hommes | 1 272 | 857 | 415 | 31 040 | 35 366 | (4 326) |
| Femmes | 1 374 | 968 | 406 | 18 607 | 20 208 | (1 601) |

l'ensemble des promotions de la population active visée par la Loi sur l'équité en matière d'emploi. Comme ce fut le cas pour les autres groupes visés, la majorité des promotions (95,6 p. 100) visaient des postes à temps plein. Les femmes, qui représentaient 49,6 p. 100 des membres du groupe, ont été promues à des postes à temps plein dans une proportion de 63,1 p. 100.

## Promotions selon la catégorie professionnelle

Si l'on compare la répartition par profession des membres des minorités visibles qui ont été promus à celle de la population active globale visée par la Loi, on constate que, toutes proportions gardées, plus de membres ont été promus à des postes d'employés de bureau, et moins à des postes de la catégorie Cadres intermédiaires et autres cadres.

**Tableau 3**

**Répartition, dans les catégories professionnelles, des membres des minorités visibles travaillant à temps plein, selon la branche d'activité et le sexe, comparativement à l'ensemble de l'effectif visé par la Loi**

| Catégorie professionnelle | Membres des minorités visibles | | | | | | | | | | Effectif total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Banques | | Transports | | Communications | | Autres | | Toutes les branches d'activité | | | |
| | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes |
| Cadres supérieurs | 1.1% | 0.0% | 0.5% | 0.5% | 0.4% | 0.1% | 1.8% | 0.7% | 0.7% | 0.1% | 1.3% | 0.1% |
| Cadres intermédiaires et autres cadres | 28.4% | 9.1% | 5.2% | 2.9% | 12.1% | 8.0% | 9.4% | 5.2% | 14.2% | 8.3% | 14.8% | 10.7% |
| Professionnels | 26.2% | 7.6% | 6.5% | 7.1% | 8.2% | 3.9% | 41.1% | 14.3% | 13.6% | 6.8% | 5.6% | 5.8% |
| Semi-professionnels et techniciens | 2.7% | 1.1% | 5.0% | 2.5% | 4.5% | 1.1% | 10.3% | 7.8% | 4.5% | 1.3% | 7.3% | 2.7% |
| Surveillants | 4.9% | 8.4% | 2.5% | 3.7% | 1.4% | 1.9% | 2.1% | 4.6% | 2.5% | 6.5% | 2.2% | 5.3% |
| Contremaîtres | 0.1% | 0.0% | 4.0% | 0.1% | 8.4% | 1.0% | 1.4% | 0.0% | 5.0% | 0.2% | 4.8% | 0.3% |
| Employés de bureau | 33.7% | 73.4% | 10.6% | 63.7% | 3.4% | 46.7% | 5.6% | 57.3% | 12.5% | 66.3% | 6.9% | 61.5% |
| Employés du secteur de la vente | 0.6% | 0.3% | 2.3% | 4.3% | 3.7% | 3.4% | 0.4% | 0.7% | 2.5% | 1.3% | 2.3% | 2.7% |
| Employés du secteur des services | 0.6% | 0.1% | 5.8% | 10.0% | 0.1% | 0.2% | 1.0% | 0.0% | 1.7% | 0.8% | 1.7% | 3.0% |
| Travailleurs qualifiés et artisans | 0.9% | 0.0% | 32.6% | 1.0% | 9.4% | 0.4% | 12.8% | 0.7% | 13.2% | 0.2% | 17.4% | 0.4% |
| Travailleurs manuels spécialisés | 0.3% | 0.0% | 18.4% | 2.6% | 46.0% | 33.0% | 8.0% | 4.6% | 26.6% | 7.8% | 27.0% | 7.0% |
| Autres travailleurs manuels | 0.4% | 0.0% | 6.5% | 1.6% | 2.3% | 0.3% | 6.1% | 4.2% | 3.1% | 0.3% | 8.7% | 0.6% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

hommes du même groupe; et dans chacune des branches d'activité, le salaire moyen à temps plein des femmes des minorités visibles et des femmes actives sur le marché du travail canadien était sensiblement le même.

## Répartition selon la catégorie professionnelle

Il y avait 3 541 membres de minorités visibles qui détenaient un emploi à temps partiel et 72,6 p. 100 de ces travailleurs étaient des femmes, dont 30 p. 100 occupaient un emploi de bureau et 42,2 p. 100 un emploi de la catégorie Travailleurs manuels spécialisés.

Le tableau 3 illustre la répartition par profession et par branche d'activité des membres des minorités visibles exerçant un emploi à temps plein. La répartition globale des membres des minorités visibles par profession s'apparentait à celle établie pour le total de l'effectif visé par la Loi.

On retrouvait un peu plus de femmes du groupe désigné dans la catégorie Employés de bureau (66,3 p. 100 contre 61,5 p. 100) et moins dans la catégorie Cadres intermédiaires et autres cadres (8,3 p. 100 contre 10,7 p. 100).

### Répartition selon la branche d'activité

#### Secteur bancaire

Une proportion élevée d'hommes et de femmes appartenant aux minorités visibles étaient employés de bureau dans le secteur bancaire. Il y avait proportionnellement deux fois plus d'hommes du groupe désigné, par rapport à l'ensemble des hommes oeuvrant dans ce secteur, qui étaient employés de bureau. Plus de 73 p. 100 des femmes du groupe désigné travaillaient dans la catégorie Employés de bureau, comparativement à 69,4 p. 100 de l'ensemble des femmes travaillant dans ce secteur au Canada. La proportion de membres du groupe qui se classaient dans la catégorie Cadres intermédiaires et autres cadres s'établissait à 14,2 p. 100, ce qui est de loin inférieur au taux de 24,2 p. 100 établi pour l'ensemble des travailleurs de cette catégorie dans le secteur bancaire.

#### Secteur des transports

Dans ce secteur, 6 p. 100 des membres des minorités visibles occupaient un poste dans la catégorie Professionnels, contre 2,1 p. 100 de l'effectif du secteur. Plus de 22,3 p. 100 se retrouvaient dans la catégorie Employés de bureau, contre 15,3 p. 100, et un peu plus du quart étaient dans la catégorie Travailleurs qualifiés et artisans, comparativement à 17,1 p. 100 de l'effectif du secteur. Cependant, on comptait proportionnellement moins de membres de minorités visibles dans la catégorie Travailleurs manuels spécialisés (14,9 p. 100 contre 27,2 p. 100) et dans la catégorie Autres travailleurs manuels (5,5 p. 100 contre 10,6 p. 100).

## Recrutement et cessation d'emploi

En 1987, 4 099 membres des minorités visibles ont été embauchés par des employeurs assujettis à la Loi et 2 516 ont été mis à pied, ce qui représentait une augmentation nette d'environ 5 p. 100 de la taille de ce groupe. Le nombre de postes à temps plein comblés par des membres du groupe s'est accru de 821. Il y a eu une augmentation de 133 postes à temps plein dans la catégorie Cadres intermédiaires et autres cadres, de 160 dans la catégorie Professionnels et de 428 dans la catégorie Employés de bureau. Le nombre de postes à temps partiel a augmenté de 718; de ce nombre, 42,1 p. 100 étaient comblés par des femmes.

Pour ce qui est de l'augmentation globale du nombre de postes à temps plein occupés par des membres du groupe, les deux tiers étaient des postes des catégories Cadres intermédiaires et autres cadres, Professionnels et Employés de bureau dans le secteur bancaire. Dans le cas des emplois à temps partiel, plus de 60 p. 100 de l'augmentation nette a eu lieu dans le secteur des communications dans les catégories Travailleurs manuels spécialisés et Autres travailleurs manuels.

## Avancement

En 1987, 4 948 membres des minorités visibles ont été promus, ce qui représente 7,3 p. 100 de

**Tableau 2**

**Salaires moyens estimatifs des membres des minorités visibles selon la branche d'activité, le sexe et la catégorie de salariés, comparativement à l'ensemble de l'effectif visé par la Loi**

| | Membres des minorités visibles | | | Effectif total | | |
|---|---|---|---|---|---|---|
| Branche d'activité | Plein temps | Temps partiel | Toutes les ** catégories | Plein temps | Temps partiel | Toutes les ** catégories |
| Banques | $25 143 | $11 766 | $23 655 | $27 210 | $10 833 | $24 517 |
| Hommes | $32 662 | $11 869 | $31 471 | $39 984 | $10 116 | $38 835 |
| Femmes | $22 461 | $11 751 | $21 072 | $22 368 | $10 876 | $20 018 |
| Femmes/hommes * | 68.8% | 99.0% | 67.0% | 55.9% | 107.5% | 51.5% |
| Transports | $30 985 | $9 693 | $29 918 | $31 939 | $10 654 | $30 568 |
| Hommes | $32 539 | $10 242 | $31 822 | $33 183 | $11 035 | $32 045 |
| Femmes | $25 482 | $9 210 | $23 710 | $25 345 | $10 134 | $23 376 |
| Femmes/hommes * | 78.3% | 89.9% | 74.5% | 76.4% | 91.8% | 72.9% |
| Communications | $31 324 | $23 854 | $30 446 | $32 668 | $21 224 | $31 487 |
| Hommes | $33 296 | $22 068 | $32 558 | $35 306 | $18 827 | $34 345 |
| Femmes | $27 239 | $24 841 | $26 745 | $28 186 | $22 433 | $27 209 |
| Femmes/hommes * | 81.8% | 112.6% | 82.1% | 79.8% | 119.2% | 79.2% |
| Autres | $37 545 | $14 149 | $36 367 | $34 200 | $12 665 | $33 105 |
| Hommes | $42 125 | $13 958 | $41 213 | $36 222 | $12 539 | $35 248 |
| Femmes | $26 767 | $14 267 | $25 635 | $26 417 | $12 792 | $25 221 |
| Femmes/hommes * | 63.5% | 102.2% | 62.2% | 72.9% | 102.0% | 71.6% |
| Toutes les branches | $28 649 | $16 800 | $27 421 | $31 047 | $14 030 | $29 274 |
| Hommes | $33 360 | $17 800 | $32 506 | $34 920 | $14 279 | $33 842 |
| Femmes | $23 859 | $16 461 | $22 749 | $24 675 | $13 947 | $22 767 |
| Femmes/hommes * | 71.5% | 92.5% | 70.0% | 70.7% | 97.7% | 67.3% |

* Salaires des femmes en proportion de ceux des hommes.

** Toutes les catégories de salariés.

**Tableau 1**

**Répartition des membres des minorités visibles selon la catégorie de salariés, le sexe et la branche d'activité, comparativement à l'ensemble de l'effectif visé par la Loi**

| Catégorie de salariés | Membres des minorités visibles | | | | | Effectif total |
|---|---|---|---|---|---|---|
| | Banques | Transports | Communi-cations | Autres | Toutes les branches d'activité | |
| Plein temps | 14 304 | 4 977 | 10 995 | 1 024 | 31 300 | 523 917 |
| Hommes | 3 754 | 3 882 | 7 425 | 716 | 15 777 | 326 257 |
| Femmes | 10 550 | 1 095 | 3 565 | 307 | 15 517 | 197 656 |
| % femmes * | 73.8% | 22.0% | 32.4% | 30.0% | 49.6% | 37.7% |
| Temps partiel | 1 686 | 251 | 1 557 | 47 | 3 541 | 55 706 |
| Hommes | 232 | 119 | 620 | 18 | 989 | 14 149 |
| Femmes | 1 454 | 132 | 957 | 29 | 2 572 | 41 557 |
| % femmes * | 86.2% | 52.6% | 61.5% | 61.7% | 72.6% | 74.6% |
| Temporaire | 84 | 17 | 21 | 7 | 129 | 7 238 |
| Hommes | 12 | 15 | 6 | 6 | 39 | 4 914 |
| Femmes | 72 | 2 | 15 | 1 | 90 | 2 324 |
| % femmes * | 85.7% | 11.8% | 71.4% | 14.3% | 69.8% | 32.1% |
| Tous | 16 074 | 5 245 | 12 573 | 1 078 | 34 970 | 586 861 |
| Hommes | 3 998 | 4 016 | 8 051 | 740 | 16 805 | 345 320 |
| Femmes | 12 076 | 1 229 | 4 537 | 337 | 18 179 | 241 537 |
| % femmes * | 75.1% | 23.4% | 36.1% | 31.3% | 52.0% | 41.2% |

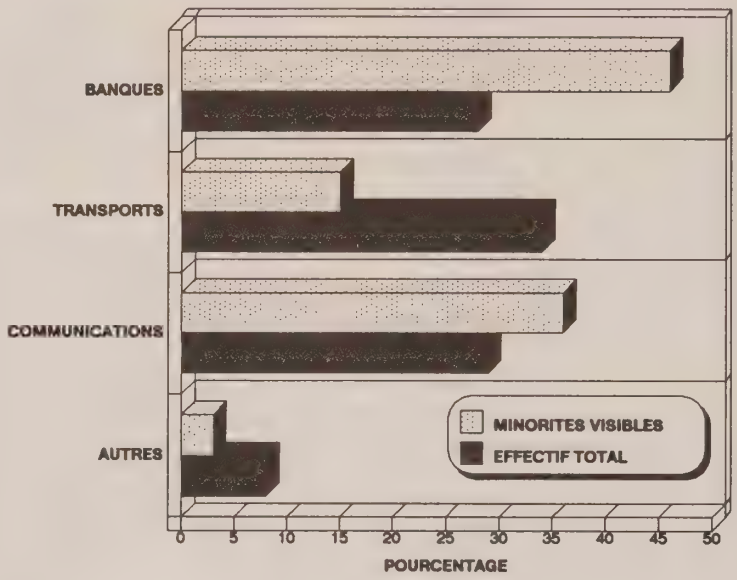
annuellement 2 330 $ de plus que les membres des minorités visibles non visés par la Loi. Le diagramme 2 illustre la répartition des membres des minorités visibles selon l'échelle salariale. La répartition des hommes diffère considérablement de celle des femmes. Presque les deux tiers (65,4 p. 100) des travailleuses à temps plein touchaient moins de 25 000 $, comparativement à 16,6 p. 100 des hommes du même groupe. Le pourcentage de femmes du groupe gagnant moins de 25 000 $ était considérablement supérieur au taux de 58,1 p. 100 établi pour l'ensemble de la main-d'oeuvre féminine au Canada.

## Salaires moyens selon la branche d'activité

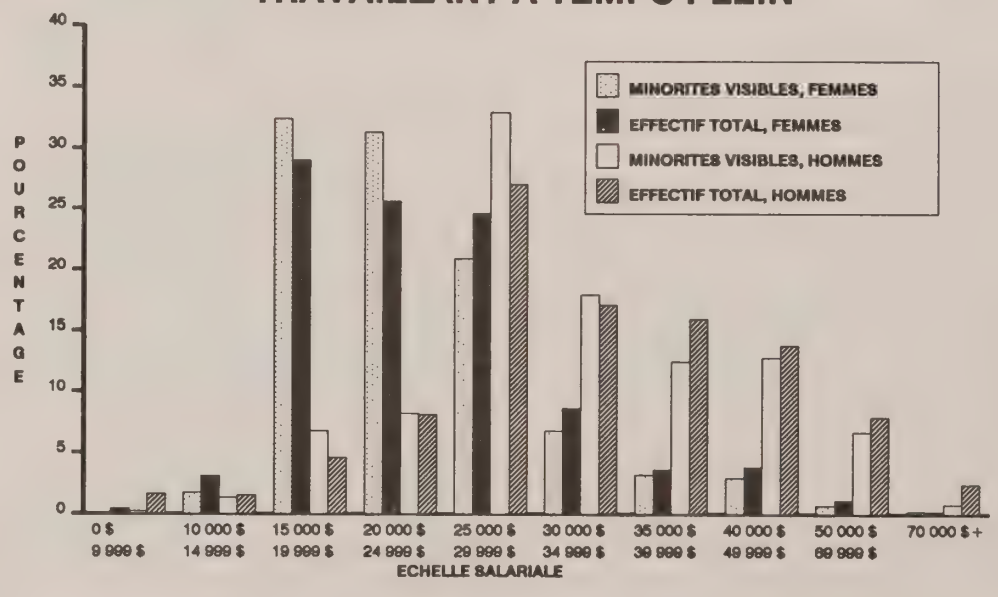
Dans toutes les branches d'activité (sauf celle désignée par Autres), les travailleurs à temps plein du groupe désigné touchaient un salaire moyen inférieur à celui de l'ensemble de la population active visée par la Loi. Dans le secteur des communications, les hommes du groupe désigné qui travaillaient à temps plein recevaient un salaire moyen estimatif de 33 296 $, contre 35 306 $ pour tous les hommes travaillant à temps plein dans ce secteur.

Dans chacune des branches d'activité, les femmes de ce groupe désigné touchaient moins de 82 p. 100 du salaire moyen que touchaient les

## DIAGRAMME 1: DISTRIBUTION DES MEMBRES DES MINORITES VISIBLES DANS LES BRANCHES D'ACTIVITE




## DIAGRAMME 2: DISTRIBUTION SALARIALE DES MEMBRES DES MINORITES VISIBLES ET DE L'EFFECTIF TOTAL TRAVAILLANT A TEMPS PLEIN



(89,5 p. 100) occupaient des postes permanents à temps plein, 3 541 (10,1 p. 100) détenaient des emplois à temps partiel et 129 (0,4 p. 100) des emplois temporaires. Cette répartition s'apparentait de très près à celle de la population active du Canada. Les hommes des minorités visibles constituaient 4,8 p. 100 de l'ensemble des travailleurs employés à temps plein visés par la Loi, et les femmes des minorités visibles 7,9 p. 100 de l'ensemble des travailleuses à temps plein.

Plus de 85,4 p. 100 des femmes des minorités visibles travaillaient à temps plein, comparativement à 93,9 p. 100 des hommes de ce groupe. Enfin, une plus grande proportion de femmes des minorités visibles occupaient des postes à temps plein par rapport à l'ensemble des travailleuses.

### Participation selon la branche d'activité

Les membres des minorités visibles représentaient 9,5 p. 100 des employés du secteur bancaire, 7,2 p. 100 de ceux du secteur des communications et 2,6 p. 100 des employés du secteur des transports et la même proportion du secteur désigné par Autres. La représentation des femmes de ce groupe dans chaque branche d'activité variait considérablement, depuis 75,1 p. 100 dans le secteur bancaire jusqu'à 23,4 p. 100 dans celui des transports.

### Répartition géographique

La province qui comptait le plus grand nombre de travailleurs appartenant aux minorités visibles était l'Ontario (16 740), suivie du Québec (8 311). Ces deux provinces comptaient 71,6 p. 100 de tous ces travailleurs visés par la Loi. Les membres des minorités visibles étaient, plus que ceux des autres groupes visés par la Loi, concentrés dans des centres urbains. Plus de 75 p. 100 d'entre eux travaillaient dans les huit régions métropolitaines de recensement désignées, contre 58,4 p. 100 de la main-d'oeuvre globale.

### Répartition selon la branche d'activité

En Ontario et au Québec, les minorités visibles étaient fortement concentrées dans certains secteurs. Ainsi, en Ontario, 58 p. 100 des membres de ce groupe, par comparaison à 32,9 p. 100 de la population active globale, étaient regroupés dans le secteur bancaire. Au Québec, 72,5 p. 100 des membres des minorités visibles occupaient des emplois dans le secteur des communications, par comparaison à 36,1 p. 100 de la population active canadienne.

Selon le diagramme 1, la répartition des membres des minorités visibles par branche d'activité différait passablement de celle de l'ensemble des travailleurs visés par la Loi. Le secteur bancaire employait près de la moitié (46 p. 100) des membres des minorités visibles, contre 28 p. 100 des travailleurs visés par la Loi. (Trois quarts de ces employés étaient des femmes.) Par ailleurs, le secteur des transports n'employait que 15 p. 100 des membres de ce groupe désigné, comparativement à 34 p. 100 des travailleurs visés par la Loi.

## Salaires moyens

En 1987, le salaire moyen estimatif des membres des minorités visibles était de 27 421 $, ce qui équivalait à 93,7 p. 100 du salaire moyen de l'effectif total visé par la Loi sur l'équité en matière d'emploi[1]. Les hommes du groupe désigné recevaient un salaire moyen de 32 506 $, soit 96,1 p. 100 du salaire moyen des travailleurs masculins visés par la Loi, alors que les femmes du même groupe touchaient un salaire moyen de 22 749 $, soit 99,9 p. 100 du salaire moyen établi pour l'ensemble des travailleuses visées par la Loi. Les femmes de ce groupe recevaient un salaire moyen équivalant à 70 p. 100 du salaire moyen des hommes du groupe.

Les membres des minorités visibles visés par la Loi qui travaillaient à temps plein touchaient

1 La Loi n'exige pas de l'employeur de fournir les données qui permettraient d'analyser les écarts de salaire et d'emploi au sein des divers groupes qui constituent les minorités visibles au Canada.

## Membres des minorités visibles

Aux fins de l'application de la Loi sur l'équité en matière d'emploi, les membres des minorités visibles sont les personnes, autres que les autochtones, qui ne sont pas de race blanche ou qui n'ont pas la peau blanche et qui se reconnaissent comme telles auprès de leur employeur ou acceptent que celui-ci les reconnaisse comme telles.

### Répartition géographique

En 1986, plus de 90 p. 100 des membres des minorités visibles au Canada vivaient en Ontario, au Québec, en Alberta et en Colombie-Britannique. Plus de la moitié de tous les membres des minorités visibles étaient établis en Ontario (51,4 p. 100). Les membres de ce groupe tendent également à s'installer dans les grandes régions urbaines, notamment Toronto, Vancouver et Montréal.

### Répartition selon l'âge

Les membres des minorités visibles sont plus jeunes par rapport à l'ensemble des Canadiens : environ 80 p. 100 d'entre eux ont moins de 45 ans, comparativement à 70 p. 100 de la population du pays. En outre, ils comptent plus d'enfants de moins de 14 ans (soit environ le quart de la population de ce groupe) et moins de personnes de plus de 65 ans.

## Partie I : Profil des membres des minorités visibles dans la population active canadienne

De 1981 à 1986, le nombre de membres actifs des minorités visibles est passé de 564 370 à 741 615, ce qui représente une augmentation de 31,4 p. 100. En 1986, le taux de chômage de ce groupe s'établissait à 10,8 p. 100.

En 1986, 72,1 p. 100 des membres des minorités visibles faisaient partie de la population active du Canada, ce qui représente une légère diminution par rapport au taux de 72,5 p. 100 enregistré en 1981. Leur taux d'activité était supérieur à celui des autres groupes désignés en raison des facteurs suivants : les membres des minorités visibles accèdent plus aisément aux emplois disponibles vu leur concentration dans les grands centres urbains; ils comptent également une proportion plus élevée de travailleurs dans le groupe dominant des 25 à 44 ans ainsi que de femmes actives. Ces trois facteurs influencent grandement leur situation sur le marché du travail.

La répartition des membres des minorités visibles selon la catégorie professionnelle révèle que ceux-ci étaient, par rapport à la population active canadienne, moins nombreux dans les catégories Cadres supérieurs, Cadres intermédiaires et autres cadres et plus nombreux dans la catégorie Autres travailleurs manuels. Environ 6 p. 100 des membres du groupe désigné, contre un peu plus de 8 p. 100 de la population dans son ensemble, occupaient des postes de la catégorie Cadres intermédiaires et autres cadres. Presque 19 p. 100 d'entre eux se classaient dans la catégorie Autres travailleurs manuels, comparativement à 15 p. 100 de l'ensemble de la population, et 13,6 p. 100 d'entre eux étaient des professionnels.

## Partie II : Analyse de la situation des membres des minorités visibles visés par la Loi sur l'équité en matière d'emploi

### Représentation

En 1987, 34 970 membres des minorités visibles étaient visés par la Loi sur l'équité en matière d'emploi, soit 6 p. 100 de l'effectif total visé. Cette proportion était légèrement inférieure à la représentation des membres des minorités visibles dans la population active du Canada (6,3 p. 100). Les femmes constituaient 52 p. 100 de l'ensemble des employés faisant partie du groupe désigné, proportion supérieure à la représentation globale des femmes dans la population active (42,1 p. 100).

Le tableau 1 illustre la répartition du groupe par catégorie et par branche d'activité. Selon ce tableau, 31 300 membres des minorités visibles

**Tableau 5**

**Avancement, dans les emplois à plein temps, des personnes handicapées, selon la branche d'activité et le sexe, comparativement à l'ensemble de l'effectif visé par la Loi**

| | Personnes handicapées | | | Effectif total | | |
|---|---|---|---|---|---|---|
| Branche d'activité | Hommes | Femmes | Total | Hommes | Femmes | Total |
| Banques | 242 | 326 | 568 | 11 719 | 25 195 | 36 909 |
| Transports | 172 | 26 | 198 | 11 868 | 2 581 | 14 449 |
| Communications | 62 | 36 | 98 | 5,549 | 4 362 | 9 911 |
| Autres | 38 | 8 | 46 | 1 886 | 823 | 2 709 |
| Toutes les branches | 514 | 396 | 910 | 31 022 | 32 961 | 63 978 |

**Tableau 4**

**Recrutement, cessation d'emploi et différence–personnes handicapées travaillant à plein temps, selon la branche d'activité et le sexe, comparativement à l'ensemble de l'effectif visé par la Loi**

| | Personnes handicapées | | | Effectif total | | |
|---|---|---|---|---|---|---|
| Branche d'activité | Recrutement | Cessation d'emploi | Différence | Recrutement | Cessation d'emploi | Différence |
| Banques | 95 | 251 | (156) | 12 979 | 15 187 | (2 208) |
| Hommes | 39 | 93 | (54) | 4 225 | 4 327 | (102) |
| Femmes | 56 | 158 | (102) | 8 754 | 10 860 | (2 106) |
| Transports | 141 | 231 | (90) | 24 921 | 26 826 | (1 905) |
| Hommes | 81 | 212 | (131) | 20 040 | 22 319 | (2 279) |
| Femmes | 60 | 19 | 41) | 4 883 | 4 508 | 375) |
| Communications | 55 | 99 | (44) | 8 496 | 9 560 | (1 064) |
| Hommes | 28 | 72 | (44) | 4 621 | 5 850 | (1 229) |
| Femmes | 27 | 27 | 0) | 3 875 | 3 710 | 165) |
| Autres | 32 | 74 | (42) | 3 249 | 4 000 | (751) |
| Hommes | 19 | 70 | (51) | 2 154 | 2 870 | (716) |
| Femmes | 13 | 4 | 9) | 1 095 | 1 130 | (35) |
| Toutes les branches | 323 | 655 | (332) | 49 645 | 55 573 | (5 928) |
| Hommes | 167 | 447 | (280) | 31 040 | 35 366 | (4 326) |
| Femmes | 156 | 208 | (52) | 18 607 | 20 208 | (1 601) |

Nota : Les chiffres négatifs sont indiqués entre parenthèses.

ailleurs, l'ensemble des actifs visés a enregistré une augmentation nette de 2 297 postes. Dans la catégorie des salariés permanents à temps plein, les données indiquent une diminution nette de 332 emplois chez les personnes handicapées contre 5 928 pour la totalité de la population active visée par la Loi.

Les hommes handicapés ont subi une diminution nette de l'emploi plus importante que les femmes handicapées avec une diminution nette de 280 postes. A l'intérieur du groupe, les hommes comptaient pour 51,7 p. 100 du recrutement et 68,2 p. 100 de la cessation d'emploi. Chez les femmes handicapées, la diminution des postes se chiffrait à 52.

Une diminution nette de l'emploi à temps plein des personnes handicapées a été enregistrée dans toutes les catégories professionnelles sauf dans Autres travailleurs manuels. En outre, la catégorie Professionnels est demeurée relativement stable. Les deux catégories professionnelles qui ont accusé la plus importante diminution du nombre d'emplois pour les personnes handicapées étaient Travailleurs manuels spécialisés et Travailleurs qualifiés et artisans. Dans la catégorie Autres travailleurs manuels, les femmes handicapées ont enregistré une augmentation nette de 39 emplois alors que leur contrepartie masculine a accusé une diminution nette de 39 postes.

## Avancement

Les personnes handicapées ont obtenu 963 promotions, dont 94,5 p. 100 ont été signalées dans la catégorie des salariés permanents à temps plein. L'ensemble du groupe a reçu 1,4 p. 100 de toutes les promotions à temps plein déclarées par les employeurs.

Dans la catégorie des salariés à temps plein, les femmes ont obtenu 43,5 p. 100 de toutes les promotions accordées aux personnes handicapées.

En ce qui concerne l'emploi permanent à temps plein, un pourcentage plus important de personnes handicapées a reçu de l'avancement dans la catégorie Cadres intermédiaires et autres cadres (27,1 p. 100) que l'ensemble des salariés de l'effectif visé (24,7 p. 100). Par ailleurs, un pourcentage plus élevé de personnes handicapées a été promu dans la catégorie Professionnels (11,8 p. 100) par rapport aux actifs visés par la Loi (10,1 p. 100).

### Avancement selon la branche d'activité

Le tableau 5 montre la répartition des personnes handicapées qui ont reçu de l'avancement dans un poste à temps plein. Il est à noter que 82,3 p. 100 de toutes les femmes handicapées promues dans un poste à temps plein ont été déclarées dans le secteur bancaire. L'avancement de plus de la moitié de ces femmes s'est effectué dans la catégorie des employés de bureau.

**Tableau 3**
**Répartition, dans les catégories professionnelles, des personnes handicapées travaillant à temps plein, selon la branche d'activité et le sexe comparativement à l'ensemble de l'effectif visé par la Loi**

| Catégorie professionnelle | Personnes handicapées | | | | | | | | | | Effectif total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Banques | | Transports | | Communications | | Autres | | Toutes les branches d'activité | | | |
| | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes |
| Cadres supérieurs | 2.6% | 0.0% | 0.8% | 0.7% | 0.9% | 0.2% | 1.0% | 0.0% | 1.1% | 0.1% | 1.3% | 0.1% |
| Cadres intermédiaires et autres cadres | 48.7% | 8.8% | 4.6% | 4.3% | 10.1% | 6.6% | 9.7% | 10.9% | 13.8% | 7.9% | 14.8% | 10.7% |
| Professionnels | 16.8% | 7.0% | 2.2% | 1.4% | 4.0% | 1.6% | 6.2% | 3.0% | 5.6% | 5.1% | 5.6% | 5.7% |
| Semi-professionnels et techniciens | 1.8% | 0.8% | 5.3% | 2.5% | 10.2% | 2.6% | 7.5% | 4.0% | 6.4% | 1.5% | 7.3% | 2.7% |
| Surveillants | 3.3% | 8.2% | 2.0% | 2.9% | 1.5% | 1.6% | 2.6% | 6.9% | 2.1% | 6.2% | 2.2% | 5.3% |
| Contremaîtres | 0.3% | 0.0% | 7.1% | 0.0% | 5.7% | 1.6% | 6.1% | 0.0% | 5.5% | 0.4% | 4.8% | 0.3% |
| Employs de bureau | 22.0% | 74.6% | 9.7% | 66.3% | 5.8% | 48.4% | 6.1% | 68.3% | 10.0% | 67.6% | 6.9% | 61.5% |
| Employs du secteur de la vente | 0.6% | 0.2% | 1.9% | 3.3% | 3.0% | 5.2% | 0.7% | 0.0% | 1.8% | 1.6% | 2.3% | 2.7% |
| Employs du secteur des services | 1.7% | 0.2% | 2.4% | 13.0% | 0.1% | 0.5% | 1.3% | 2.0% | 1.5% | 1.6% | 1.7% | 3.0% |
| Travailleurs qualifiés et artisans | 0.9% | 0.1% | 23.0% | 0.4% | 17.9% | 1.3% | 17.3% | 1.0% | 17.3% | 0.4% | 17.4% | 0.4% |
| Travailleurs manuels spcialisés | 0.2% | 0.0% | 29.3% | 4.3% | 37.3% | 29.7% | 19.8% | 1.0% | 25.6% | 7.2% | 27.0% | 7.0% |
| Autres travailleurs manuels | 1.0% | 0.0% | 11.8% | 0.7% | 3.5% | 0.8% | 21.9% | 3.0% | 9.2% | 0.4% | 8.7% | 0.6% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

100 de toutes les femmes de la population active visée.

Si l'on compare la répartition des hommes handicapés à celle de la population masculine visée, on obtient une proportion plus élevée des premiers dans la catégorie Employés de bureau (10 p. 100 et 6,9 p. 100 respectivement des salariés permanents à temps plein).

Les catégories professionnelles qui employaient le plus grand nombre d'hommes handicapés étaient Travailleurs manuels spécialisés (25,6 p. 100), Travailleurs qualifiés et artisans (17,3 p. 100) et Cadres intermédiaires et autres cadres (13,8 p. 100). Au total, ces trois catégories représentaient 56,7 p. 100 de tous les hommes handicapés déclarés aux fins de la Loi. Ces trois mêmes catégories comptaient les proportions les plus élevées de tous les hommes actifs visés et représentaient 59,2 p. 100 de tous les hommes déclarés.

## Répartition selon la catégorie professionnelle et la branche d'activité

La répartition des personnes handicapées selon la catégorie professionnelle était relativement semblable dans toutes les branches d'activité lorsqu'on la compare à la répartition selon la catégorie professionnelle de l'ensemble des actifs visés par la Loi.

### Banques

Dans le secteur bancaire, la majorité des personnes handicapées occupaient des emplois de bureau (56,4 p. 100), soit une proportion légèrement plus élevée que pour l'ensemble des employés de banque déclarés dans cette catégorie professionnelle (54,7 p. 100). Près des trois quarts des femmes handicapées (74,6 p. 100) de ce secteur effectuaient un travail de bureau, contre 22 p. 100 des hommes handicapés.

Environ le quart (24,2 p. 100) de tous les salariés du secteur bancaire appartenaient, selon les rapports, à la catégorie Cadres intermédiaires et autres cadres. Chez les personnes handicapées, ce taux était légèrement plus bas (22,6 p. 100). Près de 9 p. 100 des femmes handicapées se retrouvaient dans la catégorie Cadres intermédiaires et autres cadres.

### Transports et communications

Tant dans le secteur des transports que dans celui des communications, la proportion la plus élevée de personnes handicapées se retrouvait dans la catégorie des travailleurs manuels spécialisés, soit avec 26,8 p. 100 et 35,2 p. 100 respectivement. Dans le secteur des communications, le pourcentage des personnes handicapées qui effectuaient un travail manuel spécialisé était beaucoup plus élevé que dans l'ensemble de l'effectif (28,5 p. 100).

L'écart le plus important entre la proportion de personnes handicapées et celle de tous les salariés du secteur des transports a été observé chez les travailleurs qualifiés et les artisans : on y a déclaré 20,7 p. 100 de personnes handicapées contre 17,1 p. 100 pour les actifs visés de ce secteur.

### Autres

La plus grande proportion de salariés handicapés dans ce secteur travaillaient dans la catégorie Autres travailleurs manuels (20,3 p. 100). En outre, les personnes handicapées se retrouvaient en beaucoup plus grand nombre dans les catégories Autres travailleurs manuels et Travailleurs qualifiés et artisans que l'ensemble des salariés de ce secteur, soit 20,3 p. 100 contre 15,3 p. 100 et 15,4 p. 100 contre 10,5 p. 100 respectivement.

## Recrutement et cessation d'emploi

En 1987, le nombre total des salariés à temps plein recrutés chez les personnes handicapées s'élevait à 323 alors que le nombre total de ceux qui avaient quitté leur emploi, pour cette même catégorie, était de 655. De tous les salariés déclarés comme ayant été embauchés dans l'effectif visé par la Loi, 0,7 p. 100 étaient des personnes handicapées. De tous les employés dont on a déclaré la cessation d'emploi, 1,2 p. 100 avaient un handicap.

Les données sur le recrutement et la cessation d'emploi des personnes handicapées montrent une diminution nette de 304 emplois chez ce groupe, ce qui vaut pour les trois catégories de salariés. Par

**Tableau 2**

**Salaires moyens estimatifs des personnes handicapées selon la branche d'activité, le sexe et la catégorie de salariés, comparativement à l'ensemble de l'effectif visé par la Loi**

| | Personnes handicapées | | | Effectif total | | |
|---|---|---|---|---|---|---|
| Branche d'activité | Plein temps | Temps partiel | Toutes les ** catégories | Plein temps | Temps partiel | Toutes les ** catégories |
| Banques | $27 451 | $10 116 | $25 302 | $27 210 | $10 833 | $24 517 |
| Hommes | $38 603 | $10 574 | $37 524 | $39 984 | $10 116 | $38 835 |
| Femmes | $21 586 | $10 066 | $19 706 | $22 368 | $10 876 | $20 018 |
| Femmes/hommes * | 55.9% | 95.2% | 52.5% | 55.9% | 107.5% | 51.5% |
| Transports | $32 191 | $10 491 | $31 653 | $31 939 | $10 654 | $30 568 |
| Hommes | $32 981 | $9 628 | $32 526 | $33 183 | $11 035 | $32 045 |
| Femmes | $25 173 | $12 171 | $24 271 | $25 345 | $10 134 | $23 376 |
| Femmes/hommes * | 76.3% | 126.4% | 74.6% | 76.4% | 91.8% | 72.9% |
| Communications | $31 809 | $23 521 | $31 104 | $32 668 | $21 224 | $31 487 |
| Hommes | $33 514 | $23 016 | $32 987 | $35 306 | $18 827 | $34 345 |
| Femmes | $27 297 | $23 852 | $26 727 | $28 186 | $22 433 | $27 209 |
| Femmes/hommes * | 81.4% | 103.6% | 81.0% | 79.8% | 119.2% | 79.2% |
| Autres | $32 396 | $14 722 | $32 133 | $34 200 | $12 665 | $33 105 |
| Hommes | $33 291 | $16 458 | $33 073 | $36 222 | $12 539 | $35 248 |
| Femmes | $24 877 | $11 250 | $24 434 | $26 417 | $12 792 | $25 221 |
| Femmes/hommes * | 74.7% | 68.4% | 73.9% | 72.9% | 102.0% | 71.6% |
| Toutes les branches | $30 640 | $14 418 | $29 468 | $31 047 | $14 030 | $29 274 |
| Hommes | $34 061 | $16 797 | $33 529 | $34 920 | $14 279 | $33 842 |
| Femmes | $23 356 | $13 631 | $21 889 | $24 675 | $13 947 | $22 767 |
| Femmes/hommes * | | 68.6% | 81.2% | 65.3% | 70.7% | 97.7% |

* Salaires des femmes en proportion de ceux des hommes.

** Toutes les catégories de salariés

handicapées. Plus des deux tiers (67,6 p. 100) de toutes ces femmes étaient employées de bureau, proportion plus élevée que dans l'ensemble de la population active féminine visée par la Loi (61,5 p. 100 de toutes les salariées à temps plein).

Moins de 8 p. 100 des femmes handicapées se retrouvaient dans la catégorie Cadres intermédiaires et autres cadres en comparaison de 13,8 p. 100 des hommes handicapés et de 10,7 p.

faisant partie de la population active visée par la Loi, soit 24 675 $.

Il existait également un écart important entre les salaires des hommes et des femmes du groupe des personnes handicapées. Les travailleuses handicapées occupant un emploi permanent à temps plein touchaient 68,6 p. 100 du salaire de leurs homologues masculins employés dans la même catégorie de salariés. Cet écart salarial s'apparentait, à 2 p. 100 près, à celui qui existait entre les hommes et les femmes faisant partie de la population active visée par la Loi.

Le diagramme 2 illustre les écarts salariaux des hommes et des femmes handicapés travaillant dans des postes permanents à temps plein. Les femmes handicapées étaient concentrées dans les échelles inférieures de rémunération. Les employeurs ont signalé que 66,1 p. 100 des femmes handicapées gagnaient en moyenne moins de 25 000 $ par année, comparativement à 14,6 p. 100 des hommes handicapés. Par ailleurs, 2,8 p. 100 des femmes handicapées gagnaient 40 000 $ ou plus par année, comparativement à presque 20,6 p. 100 des hommes handicapés.

### Salaires moyens selon la branche d'activité

Les hommes et les femmes handicapés travaillant à temps plein touchaient un salaire moyen inférieur à celui des autres actifs du même sexe dans toutes les branches d'activité. Nonobstant ce fait, le salaire moyen des personnes handicapées était en général supérieur au salaire moyen de l'ensemble des salariés travaillant à temps plein dans le secteur bancaire et le secteur des transports. Tel que signalé, la proportion d'hommes dans le groupe des personnes handicapées était supérieure à la proportion des hommes dans la population active visée par la Loi, ce qui explique peut-être en partie pourquoi dans certains cas, le groupe des personnes handicapées gagnait en moyenne un salaire plus élevé.

L'écart salarial entre les hommes handicapés et les femmes handicapées travaillant à temps plein était le plus important dans le secteur bancaire, les femmes handicapées gagnant 55,9 p. 100 du salaire des hommes handicapés. En revanche, on constate que l'écart le moins marqué se trouvait dans le secteur des communications où les femmes gagnaient 81,4 p. 100 du salaire des hommes.

La différence entre le salaire moyen des femmes handicapées occupant un emploi à temps plein et celui des femmes faisant partie de la population active visée par la Loi variait d'une branche d'activité à l'autre. Dans les transports, les femmes handicapées touchaient 99,3 p. 100 de ce que touchaient les autres actives visées, alors que dans le secteur Autres, cette proportion était de 94,2 p. 100.

## Répartition selon la catégorie professionnelle

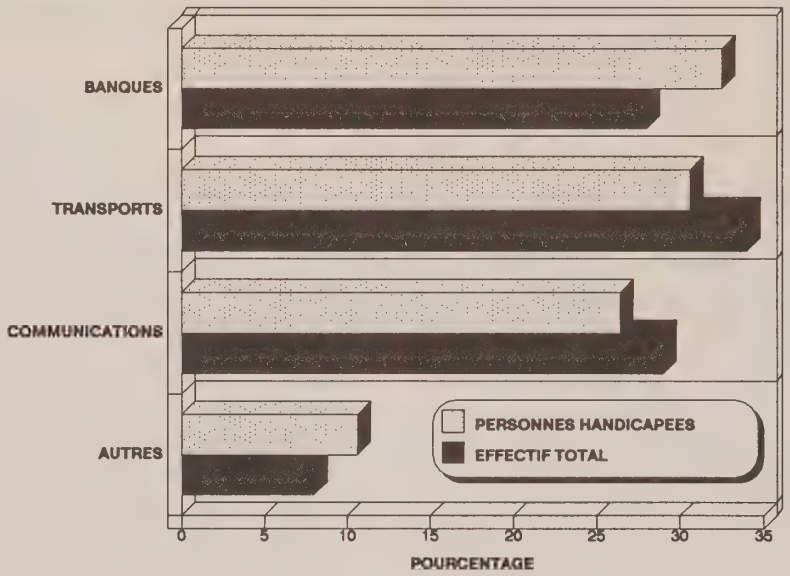
Même si les personnes handicapées étaient généralement faiblement représentées au sein de la population active visée par la Loi, leur répartition selon la catégorie professionnelle y était semblable à celle de l'ensemble des travailleurs appartenant aux autres groupes. La catégorie Employés de bureau comptait la proportion la plus élevée de personnes handicapées, soit 28,3 p. 100, qui est semblable à celle des travailleurs visés par la Loi occupant un emploi dans la même catégorie professionnelle (27,5 p. 100).

Le plus grand nombre de personnes handicapées se retrouvait dans les catégories Employés de bureau, Travailleurs manuels spécialisés ainsi que Cadres intermédiaires et autres cadres (au total, 59,9 p. 100 de tous les salariés handicapés exerçant un emploi permanent à temps plein). Ces trois catégories professionnelles réunissaient également les plus fortes proportions de tous les salariés visés par la Loi (au total, 60,1 p. 100 de tous les salariés permanents à temps plein).

L'écart le plus marqué entre les personnes handicapées et les actifs visés a été enregistré dans la catégorie Cadres intermédiaires et autres cadres où 11,9 p. 100 des personnes handicapées occupaient un emploi à temps plein en comparaison de 13,2 p. 100 des salariés à temps plein.

Le tableau 3 illustre la répartition selon la catégorie professionnelle des hommes et des femmes appartenant au groupe des personnes

## DIAGRAMME 1: DISTRIBUTION DES PERSONNES HANDICAPEES PAR BRANCHE D'ACTIVITE




## DIAGRAMME 2: DISTRIBUTION SALARIALE DES PERSONNES HANDICAPEES ET DE L'EFFECTIF TOTAL TRAVAILLANT A TEMPS PLEIN

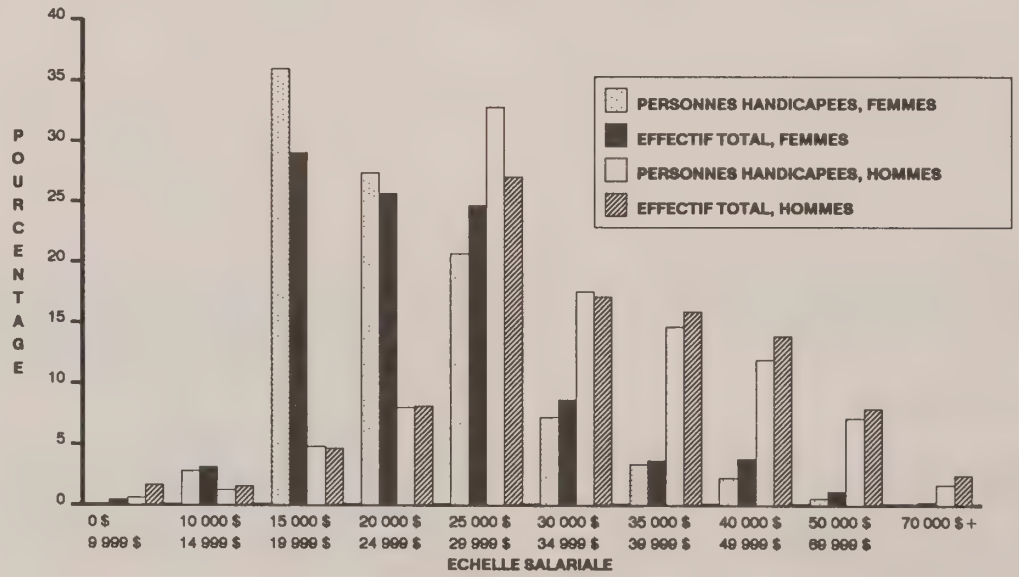


**Tableau 1**

**Répartition des personnes handicapées selon la catégorie de salariés, le sexe et la branche d'activité, comparativement à l'ensemble de l'effectif visé par la Loi**

| | Personnes handicapées | | | | Toutes les | |
|---|---|---|---|---|---|---|
| Catégorie de salariés | Banques | Transports | Communi-cations | Autres | branches d'activité | Effectif total |
| Plein temps | 2 675 | 2 735 | 2 268 | 972 | 8 650 | 523 917 |
| Hommes | 928 | 2 459 | 1 647 | 859 | 5 893 | 326 257 |
| Femmes | 1 747 | 276 | 620 | 101 | 2 744 | 197 656 |
| % femmes * | 65.3% | 10.1% | 27.3% | 10.4% | 31.7% | 37.7% |
| Temps partiel | 362 | 110 | 190 | 9 | 671 | 55 706 |
| Hommes | 27 | 55 | 72 | 6 | 160 | 14 149 |
| Femmes | 335 | 55 | 118 | 3 | 511 | 41 557 |
| % femmes * | 92.5% | 50.0% | 62.1% | 33.3% | 76.2% | 74.6% |
| Temporaire | 2 | 16 | 7 | 6 | 31 | 7 238 |
| Hommes | 0 | 15 | 6 | 5 | 26 | 4 914 |
| Femmes | 2 | 1 | 1 | 1 | 5 | 2 324 |
| % femmes * | 100.0% | 6.3% | 14.3% | 16.7% | 16.1% | 32.1% |
| Tous | 3 039 | 2 861 | 2 465 | 987 | 9 352 | 586 861 |
| Hommes | 955 | 2 529 | 1 725 | 870 | 6 079 | 345 320 |
| Femmes | 2 084 | 332 | 739 | 105 | 3 260 | 241 537 |
| % femmes * | 68.6% | 11.6% | 30.0% | 10.6% | 34.9% | 41.2% |

* Total pour les femmes en proportion de la catégorie de salariés.

de salariés handicapés au Québec et une proportion plus élevée dans les provinces de l'Atlantique et des Prairies.

## Salaires moyens

Le tableau 2 contient des données sur les salaires moyens estimés des personnes handicapées. Dans ce groupe, le salaire moyen s'élevait à 29 468 $, tandis que le salaire moyen de la population active visée par la Loi était de 29 274 $. Il est à remarquer que les hommes étaient proportionnellement plus nombreux dans ce groupe que dans la population globale visée par la Loi. Le salaire moyen estimatif des hommes handicapés occupant un emploi permanent à temps plein était de 34 061 $, ce qui est légèrement inférieur au salaire moyen estimatif de 34 920 $ des autres salariés à temps plein faisant partie de la population active visée. Dans le cas des femmes handicapées, leur salaire moyen estimatif s'établissait à 23 356 $, soit environ 5,4 p. 100 inférieur à celui des autres femmes

# Parti II : Analyse de la situation des personnes handicapées visées par la Loi sur l'équité en matière d'emploi

## Représentation

Il ressort des rapports de 1987 sur l'équité en matière d'emploi, présentés par les employeurs, que les personnes handicapées étaient sous-représentées dans la population active visée par la Loi sur l'équité en matière d'emploi. En effet, sur une population totale de 586 861 actifs visés par la Loi, 9 352 étaient des personnes handicapées, soit 1,6 p. 100. Cette proportion correspondait à un tiers environ de la représentation des personnes handicapées dans la population active du Canada [2]

Les femmes constituaient 34,9 p. 100 de l'ensemble des salariés handicapés, proportion d'environ 6 p. 100 inférieure à la représentation globale des femmes dans la population active visée par la Loi.

### Répartition selon la catégorie de salariés

La répartition des personnes handicapées selon la catégorie de salariés était très semblable à la répartition de la population active visée par la Loi. Le tableau 1 indique que 8 650 personnes handicapées (ou 92,5 p. 100 de ce groupe) occupaient un emploi à temps plein, 671 (7,2 p. 100) un emploi permanent à temps partiel, et 31 (0,3 p. 100) un emploi temporaire.

La répartition des travailleurs et des travailleuses handicapés s'établit comme suit : 96,9 p. 100 des travailleurs handicapés occupaient un emploi à temps plein, comparativement à 84,2 p. 100 des travailleuses handicapées. Moins de 3 p. 100 des salariés handicapés occupaient un poste permanent à temps partiel, comparativement à 15,7 p. 100 des travailleuses handicapées.

### Répartition selon la branche d'activité

Les personnes handicapées étaient très peu représentées dans toutes les branches d'activité. C'est dans les secteurs des transports et des communications que la représentation était la plus faible, soit 1,4 p. 100, le secteur bancaire avait un taux de 1,8 p. 100 et le secteur Autres avait un taux de 2,4 p. 100, qui était le taux de représentation le plus élevé. Dans toutes les branches d'activité, le taux des femmes handicapées était toujours inférieur à celui des femmes actives sur le marché du travail.

Le diagramme 1 montre la répartition par branche d'activité des personnes handicapées comparée à elle de la population active visée par la Loi. Elles sont proportionnellement plus nombreuses dans le secteur bancaire et celui désigné par Autres, tandis qu'elles sont moins nombreuses dans celui des transports et des communications.

La majorité des femmes de ce groupe travaillaient dans le secteur bancaire et la majorité des hommes dans le secteur des transports.

### Répartition géographique

Selon les données fournies par les employeurs sur la représentation des employés par province ou territoire et par région métropolitaine de recensement (RMR), 51,9 p. 100 des salariés handicapés travaillaient dans les RMR. De façon plus générale, 58,4 p. 100 de tous les actifs visés par la Loi travaillaient dans des RMR.

Comme c'est le cas pour l'ensemble de la population active visée par la Loi, 42,8 p. 100 de toutes les personnes handicapées travaillaient en Ontario. Par rapport à la population active globale visée par la Loi, il y avait une plus faible proportion

2 Ce chiffre peut varier entre 4 et 5,4 p. 100, selon la méthode qui a servi pour calculer le taux de personnes handicapées déclarées. Dans le premier cas, le chiffre comprend le nombre de personnes qui ont été actives en 1985 et 1986, tandis que dans le deuxième cas, le chiffre comprend le nombre de personnes qui ont été actives à n'importe quel moment entre 1981 et 1986 (définition spécifique à l'enquête sur la santé et les limitations d'activités).

## Personnes handicapées

Une personne entre dans la catégorie des handicapés si, en raison d'une déficience physique, mentale, psychologique, sensorielle ou d'apprentissage de nature permanente, elle considère qu'elle peut être désavantagée sur le plan de l'emploi et s'identifie comme telle à un employeur, ou accepte d'être identifiée ainsi par un employeur, aux fins de la Loi sur l'équité en matière d'emploi.

### Répartition géographique

Au Canada, le taux de représentation des personnes handicapées varie entre moins de 9 p. 100 de la population au Yukon et dans les Territoires du Nord-Ouest et 16,9 p. 100 en Nouvelle-Ecosse.

### Répartition selon l'âge

Il ressort des statistiques de 1986 que 9 p. 100 des personnes handicapées avaient moins de 15 ans comparativement à 21,5 p. 100 de l'ensemble de la population canadienne. En outre, plus d'un tiers des personnes handicapées avaient plus de 65 ans comparativement à seulement un dixième de la population globale.

## Partie I : Profil des personnes handicapées dans la population active canadienne

Les données qui suivent sont fondées sur les statistiques tirées de l'Enquête sur la santé et les limitations d'activités. [1] Entre 1984 et 1986, le nombre de personnes handicapées faisant partie de la population active au travail a augmenté de 11,2 p. 100. En 1986, le taux de participation des personnes handicapées de 15 à 64 ans s'établissait à 49 p. 100, comparativement à 47,8 p. 100 en 1984. Puisque certains handicaps seulement influent sur les activités professionnelles, les taux de participation sont établis selon deux catégories : personnes limitées par leur handicap et personnes qui ne le sont pas. Le taux de participation des personnes limitées par leur handicap était de 37,7 p. 100, ce qui est nettement inférieur au taux des personnes dont le handicap ne constituait pas un problème sur le plan de l'emploi. Dans le groupe d'âge des 15 à 64 ans, les personnes limitées dans leur travail accusaient un taux de chômage de 20 p. 100 comparativement à 9 p. 100 des autres.

La répartition des personnes handicapées selon la catégorie professionnelle révèle des différences importantes entre les personnes dont le handicap limite le travail et les autres personnes handicapées, pour lesquelles les statistiques se rapprochent un peu plus de celles de la population globale. En effet, moins de 5 p. 100 des personnes dont le handicap constituait une entrave au travail figuraient dans les catégories Cadres supérieurs et Cadres intermédiaires et autres cadres, comparativement à 8,4 p. 100 de la population globale et à un peu moins de 6 p. 100 parmi les autres personnes handicapées.

Plus de 18 p. 100 de l'ensemble des personnes handicapées se sont classées dans la catégorie Autres travailleurs manuels (20 p. 100 des personnes handicapées dont le handicap constituait une entrave au travail). Moins de 7 p. 100 des personnes handicapées dont le handicap constituait une entrave au travail faisaient partie de la catégorie Professionnels comparativement à 12 p. 100 de la population active canadienne.

1 Satistique Canada, Données non publiées.

**Tableau 5**
**Avancement, dans les emplois à plein temps, des autochtones, selon la branche d'activité et le sexe, comparativement à l'ensemble de l'effectif visé par la Loi**

| Branche d'activité | Autochtones | | | Effectif total | | |
|---|---|---|---|---|---|---|
| | Hommes | Femmes | Total | Hommes | Femmes | Total |
| Banques | 34 | 162 | 196 | 11 719 | 25 195 | 36 909 |
| Transports | 102 | 14 | 116 | 11 868 | 2 581 | 14 449 |
| Communications | 26 | 27 | 53 | 5 549 | 4 362 | 9 911 |
| Autres | 13 | 10 | 23 | 1 886 | 823 | 2,709 |
| Toutes les branches | 175 | 213 | 388 | 31 022 | 32 961 | 63 978 |

**Tableau 4**

**Recrutement, cessation d'emploi et différence - autochtones travaillant à plein temps, selon la branche d'activité et le sexe, comparativement à l'ensemble de l'effectif visé par la Loi**

| Branche d'activité | Autochtones | | | Effectif total | | |
|---|---|---|---|---|---|---|
| | Recrutement | Cessation d'emploi | Différence | Recrutement | Cessation d'emploi | Différence |
| Banques | 61 | 105 | (44) | 12 979 | 15 187 | (2 208) |
| Hommes | 9 | 22 | (13) | 4 225 | 4 327 | (102) |
| Femmes | 52 | 83 | (31) | 8 754 | 10 860 | (2 106) |
| Transports | 179 | 143 | 36 | 24 921 | 26 826 | (1 905) |
| Hommes | 130 | 118 | 12 | 20 040 | 22 319 | (2 279) |
| Femmes | 48 | 25 | 23 | 4 883 | 4 508 | 375 |
| Communications | 30 | 29 | 1 | 8 496 | 9 560 | (1 064) |
| Hommes | 18 | 13 | 5 | 4 621 | 5 850 | (1 229) |
| Femmes | 12 | 16 | (4) | 3 875 | 3 710 | 165 |
| Autres | 40 | 33 | 7 | 3 249 | 4 000 | (751) |
| Hommes | 26 | 24 | 2 | 2 154 | 2 870 | (716) |
| Femmes | 14 | 9 | 5 | 1 095 | 1 130 | (35) |
| Toutes les branches | 310 | 310 | 0 | 49 645 | 55 573 | (5 928) |
| Hommes | 183 | 177 | 6 | 31 040 | 35 366 | (4 326) |
| Femmes | 126 | 133 | (7) | 18 607 | 20 208 | (1 601) |

Nota: Les chiffres négatifs sont indiqués entre parenthèses.

**Tableau 3**

**Répartition, dans les catégories professionnelles, des autochtones travaillant à temps plein, selon la branche d'activité et le sexe, comparativement à l'ensemble de l'effectif visé par la Loi**

| | Autochtones | | | | | | | | | | Effectif total | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Banques | | Transports | | Communications | | Autres | | Toutes les branches d'activité | | | |
| | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes |
| Cadres supérieurs | 4.7% | 0.0% | 0.3% | 0.0% | 0.4% | 0.2% | 0.0% | 0.0% | 0.5% | 0.1% | 1.3% | 0.1% |
| Cadres intermédiaires et autres cadres | 29.2% | 8.4% | 2.9% | 0.5% | 10.4% | 4.3% | 8.9% | 7.6% | 6.9% | 6.0% | 14.8% | 10.7% |
| Professionnels | 9.4% | 5.2% | 0.8% | 1.1% | 5.0% | 1.7% | 1.3% | 4.5% | 2.3% | 3.5% | 5.6% | 5.7% |
| Semi-professionnels et techniciens | 5.7% | 1.9% | 3.7% | 0.5% | 8.3% | 2.4% | 6.2% | 3.0% | 5.3% | 1.9% | 7.3% | 2.7% |
| Surveillants | 3.8% | 7.2% | 1.3% | 6.0% | 1.2% | 1.4% | 2.0% | 3.0% | 1.5% | 5.0% | 2.2% | 5.3% |
| Contremaîtres | 0.0% | 0.0% | 9.0% | 0.0% | 4.8% | 1.7% | 4.9% | 1.5% | 6.9% | 0.6% | 4.8% | 0.3% |
| Employés de bureau | 37.7% | 77.1% | 5.5% | 55.7% | 5.4% | 44.1% | 1.3% | 56.1% | 6.5% | 62.8% | 6.9% | 61.5% |
| Employés du secteur de la vente | 0.9% | 0.0% | 2.1% | 8.2% | 2.5% | 4.3% | 0.7% | 0.0% | 1.9% | 2.4% | 2.3% | 2.7% |
| Employés du secteur des services | 3.8% | 0.1% | 2.7% | 9.3% | 0.2% | 0.0% | 1.6% | 4.5% | 2.0% | 1.6% | 1.7% | 3.0% |
| Travailleurs qualifiés et artisans | 1.9% | 0.0% | 18.0% | 1.1% | 19.4% | 0.7% | 13.4% | 0.0% | 16.9% | 0.4% | 17.4% | 0.4% |
| Travailleurs manuels spécialisés | 0.9% | 0.0% | 36.0% | 7.1% | 38.3% | 39.3% | 42.6% | 10.6% | 35.8% | 13.8% | 27.0% | 7.0% |
| Autres travailleurs manuels | 1.9% | 0.0% | 17.7% | 10.4% | 4.2% | 0.0% | 17.0% | 9.1% | 13.5% | 1.9% | 8.7% | 0.6% |
| Total | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

un emploi dans la catégorie Cadres intermédiaires et autres cadres, mais seulement 11,2 p. 100 des autochtones détenaient de tels postes.

De tous les postes à temps plein du secteur bancaire occupés par des autochtones, 86,5 p. 100 l'étaient par des femmes mais aucune d'entre elles n'était cadre supérieur. Cinq hommes autochtones se retrouvaient dans cette catégorie.

**Secteur des communications**

C'est dans ce secteur, le deuxième en importance pour ce qui est de l'emploi des autochtones, qu'on observait le moins de différence entre la représentation des hommes (55,2 p. 100) et celle des femmes (44,8 p. 100) autochtones. La sous-représentation des autochtones était proportionnellement plus faible dans les catégories Cadres supérieurs, Cadres intermédiaires et autres cadres et Professionnels que dans la population globale visée par la Loi dans ce secteur. Près de 40 p. 100 des femmes autochtones occupaient un emploi de travailleuse manuelle spécialisée, contre 22,3 p. 100 pour l'ensemble de la main-d'oeuvre féminine de ce secteur.

**Secteur des transports**

Tout comme dans le secteur bancaire et dans celui des communications, il y avait proportionnellement moins d'autochtones dans les catégories Cadres supérieurs, Cadres intermédiaires et autres cadres et Professionnels. Il n'y avait pas de femmes autochtones parmi les cadres supérieurs et seulement quatre hommes autochtones avaient accédé à ce niveau. Cependant, par comparaison à l'ensemble de la population visée du secteur, il y avait proportionnellement davantage d'autochtones, hommes et femmes, dans les catégories Travailleurs manuels spécialisés et Autres travailleurs manuels.

## Recrutement et cessation d'emploi

Les autochtones représentaient 0,6 p. 100 de la main-d'oeuvre recrutée en 1987 et 0,5 p. 100 des travailleurs ayant fait l'objet d'une cessation de fonctions. Au cours de cette même année, 418 autochtones ont été embauchés et 394 ont quitté leur emploi. L'augmentation nette de 24 salariés, tous des hommes, représentait moins de 1 p. 100 du total de la population autochtone active.

Puisque le jeu des recrutements et des cessations de fonctions donne la mesure du changement, il est important d'étudier les effets de ces activités sur la répartition par profession, bien qu'il soit difficile d'analyser de si petits nombres. Des augmentations nettes ont été enregistrées dans six catégories professionnelles, notamment dans la catégorie Autres travailleurs manuels et dans le secteur de la vente. On a noté des diminutions dans les six autres catégories professionnelles, notamment dans Employés de bureau, Travailleurs manuels spécialisés et Contremaîtres. Il importe de préciser que, même si l'effectif compte maintenant 24 salariés autochtones de plus, aucune augmentation n'a été enregistrée dans les emplois à temps plein. Dans l'ensemble, le résultat net des recrutements et des cessations de fonctions n'a pas modifié sensiblement la répartition par profession des membres de ce groupe.

## Avancement

L'avancement de 409 salariés autochtones représentait 0,6 p. 100 de toutes les promotions; de ce nombre, 181 touchaient des hommes et 228 des femmes. Plus de 90 p. 100 de ces promotions (388) concernaient des postes à temps plein. Environ 13 p. 100 de toutes les promotions consenties aux autochtones étaient dans la catégorie Cadres intermédiaires ou autres cadres. Les femmes autochtones ont reçu 54,9 p. 100 des 388 promotions à temps plein accordée aux autochtones.

### Promotions selon la branche d'activité

Dans le secteur bancaire, les autochtones ont reçu 196 promotions. De ce nombre, 162 (82,7 p. 100) sont allées à des femmes. Plus des deux tiers de ces promotions étaient dans la catégorie Employés de bureau. Deux tiers des promotions des hommes autochtones ont été observées dans le secteur des transports. Un peu plus de 42 p. 100 de ces derniers se répartissaient en deux catégories : 21,6 p. 100 dans la catégorie Contremaîtres et 20,6 p. 100 dans Travailleurs qualifiés et artisans.

**Tableau 2**
**Salaires moyens estimatifs des autochtones selon la branche d'activité, le sexe et la catégorie de salariés, comparativement à l'ensemble de l'effectif visé par la Loi**

| | Autochtones | | | Effectif total | | |
|---|---|---|---|---|---|---|
| Branche d'activité | Plein temps | Temps partiel | Toutes les** catégories | Plein temps | Temps partiel | Toutes les ** catégories |
| Banques | $22 233 | $12 821 | $20 609 | $27 210 | $10 833 | $24 517 |
| Hommes | $29 938 | $8 409 | $27 824 | $39 984 | $10 116 | $38 835 |
| Femmes | $21 068 | $13 164 | $19 616 | $22 368 | $10 876 | $20 018 |
| Femmes/hommes * | 70.4% | 156.5% | 70.5% | 55.9% | 107.5% | 51.5% |
| Transports | $28 963 | $14 054 | $28 288 | $31 939 | $10 654 | $30 568 |
| Hommes | $30 204 | $16 325 | $29 746 | $33 183 | $11 035 | $32 045 |
| Femmes | $20 881 | $10 875 | $19 698 | $25 345 | $10 134 | $23 376 |
| Femmes/hommes * | 69.1% | 66.6% | 66.2% | 76.4% | 91.8% | 72.9% |
| Communications | $29 860 | $25 225 | $26 265 | $32 668 | $21 224 | $31 487 |
| Hommes | $32 748 | $24 760 | $32 261 | $35 306 | $18 827 | $34 345 |
| Femmes | $26 346 | $25 343 | $26 156 | $28 186 | $22 433 | $27 209 |
| Femmes/hommes * | 80.5% | 102.4% | 81.1% | 79.8% | 119.2% | 79.2% |
| Autres | $32 819 | $11 250 | $32 216 | $34 200 | $12 665 | $33 105 |
| Hommes | $34 559 | $11 250 | $33 780 | $36 222 | $12 539 | $35 248 |
| Femmes | $24 564 | | $24 564 | $26 417 | $12 792 | $25 221 |
| Femmes/hommes * | 71.1% | 0.0% | 72.7% | 72.9% | 102.0% | 71.6% |
| Toutes les branches | $28,140 | $17 822 | $27 114 | $31 047 | $14 030 | $29 274 |
| Hommes | $31 456 | $18 251 | $30 856 | $34 920 | $14 279 | $33 842 |
| Femmes | $22 897 | $17 714 | $21 972 | $24 675 | $13 947 | $22 767 |
| Femmes/hommes * | 72.8% | 97.1% | 71.2% | 70.7% | 97.7% | 67.3% |

* Salaires des femmes en proportion de ceux des hommes.
** Toutes les catégories de salariés.

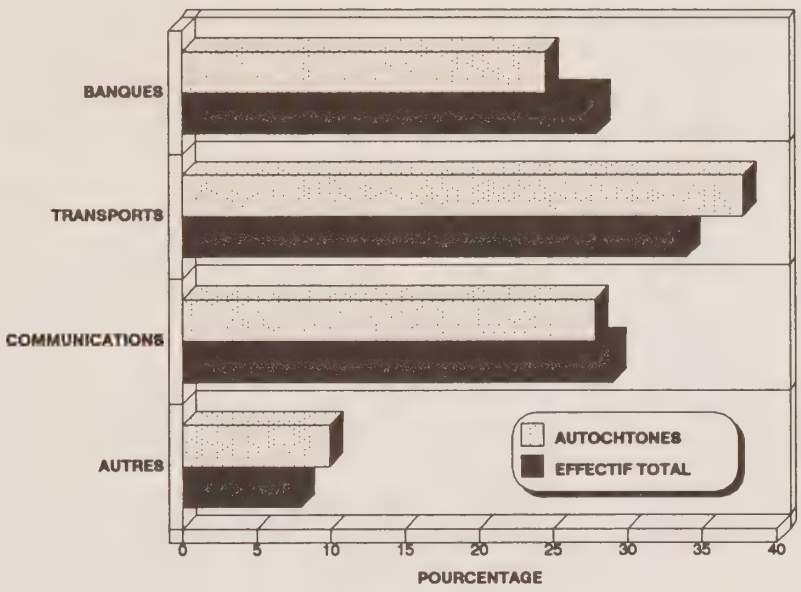
environ 6,5 p. 100 des travailleurs autochtones et environ 62,8 p. 100 des travailleuses autochtones occupaient un emploi de bureau.

## Répartition selon la branche d'activité

### Secteur bancaire

De tous les salariés autochtones à temps plein de cette branche d'activité, 71,8 p. 100 (77,1 p. 100 des femmes, 37,7 p. 100 des hommes) occupaient des emplois de bureau, en comparaison avec 54,7 p. 100 de tous les employés à temps plein du secteur bancaire. Dans ce secteur, les hommes autochtones étaient deux fois plus susceptibles d'occuper un tel emploi que les autres hommes. Les hommes et les femmes autochtones étaient bien moins nombreux que l'ensemble des salariés de la main-d'oeuvre visée du secteur à occuper un emploi de la catégorie Professionnels. Près d'un salarié sur quatre dans le secteur bancaire occupait

## DIAGRAMME 1: DISTRIBUTION DES AUTOCHTONES PAR BRANCHE D'ACTIVITE




## DIAGRAMME 2: DISTRIBUTION SALARIALE DES AUTOCHTONES ET DE L'EFFECTIF TOTAL TRAVAILLANT A TEMPS PLEIN

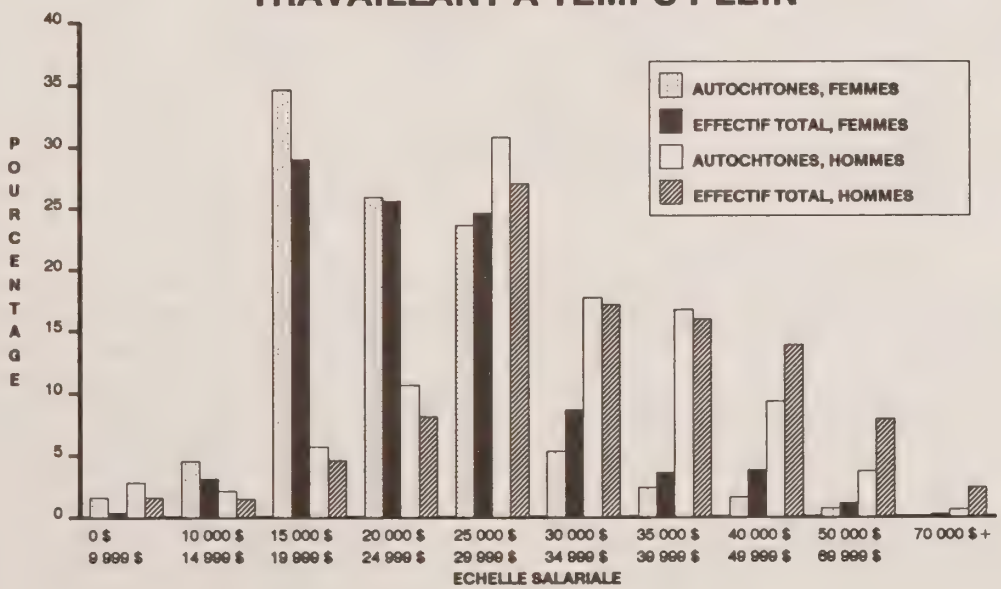


**Tableau 1**
**Répartition des autochtones selon la catégorie de salariés, le sexe et la branche d'activité, comparativement à l'ensemble de l'effectif visé par la Loi**

| Catégorie de salariés | Autochtones | | | | | Effectif total |
|---|---|---|---|---|---|---|
| | Banques | Transports | Communi-cation | Autres | Toutes les branches d'activité | |
| Plein temps | 783 | 1,385 | 942 | 371 | 3 481 | 523 917 |
| Hommes | 106 | 1,202 | 520 | 305 | 2 133 | 326 257 |
| Femmes | 677 | 183 | 422 | 66 | 1 348 | 197 656 |
| % femmes * | 86.5% | 13.2% | 44.8% | 17.8% | 38.7% | 37.7% |
| Temps partiel | 157 | 45 | 128 | 1 | 331 | 55 706 |
| Hommes | 11 | 25 | 26 | 1 | 63 | 14 149 |
| Femmes | 146 | 20 | 102 | 0 | 268 | 41 557 |
| % femmes * | 93.0% | 44.5% | 79.7% | 0.0% | 81.0% | 74.6% |
| Temporaire | 5 | 31 | 5 | 9 | 50 | 7 238 |
| Hommes | 0 | 23 | 4 | 9 | 36 | 4 914 |
| Femmes | 5 | 8 | 1 | 0 | 14 | 2 324 |
| % femmes * | 100.0% | 25.8% | 20.0% | 0.0% | 28.0% | 32.1% |
| Total | 945 | 1 461 | 1 075 | 381 | 3 862 | 586 861 |
| Hommes | 117 | 1 250 | 550 | 315 | 2 232 | 345 320 |
| Femmes | 828 | 211 | 525 | 66 | 1 630 | 241 537 |
| % femmes * | 87.6% | 14.4% | 48.8% | 17.3% | 42.2% | 41.2% |

* Total pour les femmes en proportion de la catégorie de salariés.

à celui des autres femmes de la population active visée, dans toutes les branches d'activité, sauf dans le secteur des transports où cet écart était d'environ 18 p. 100.

Les hommes autochtones ont également touché un salaire moyen moins élevé que l'ensemble des hommes employés dans les mêmes branches d'activité; le secteur bancaire a affiché la différence la plus importante, les premiers y recevant moins des trois quarts du salaire moyen des seconds.

## Répartition selon la catégorie professionnelle

Par rapport à l'ensemble de la population active, une plus grande proportion d'autochtones occupait des emplois dans les catégories Contremaîtres, Travailleurs manuels spécialisés et Autres travailleurs manuels, et leur nombre était beaucoup moins élevé dans les catégories Cadres intermédiaires et autres cadres, Professionnels et Semi-professionnels et techniciens. La répartition des autochtones, hommes et femmes, était semblable à celle de tous les hommes et de toutes les femmes de la population active visée par la Loi :

travaillaient à temps partiel. Ces proportions étaient semblables à celles de ces groupes dans la population active visée par la Loi.

Les femmes détenaient 81 p. 100 des 331 emplois à temps partiel occupés par des autochtones.

### Participation selon la branche d'activité

Dans chaque branche d'activité, les autochtones ont affiché un taux de participation très peu élevé qui variait entre 0,56 p. 100 dans le secteur bancaire et 0,93 p. 100 dans le secteur désigné par Autres.

### Répartition géographique

Dans toutes les régions, le taux des emplois détenus par les autochtones était toujours inférieur au taux de la population autochtone dans la main-d'oeuvre canadienne. La part des emplois détenus par les femmes autochtones dans chacune des régions était moins élevée que celle détenue par les hommes autochtones, variant entre 33,4 p. 100 dans les Prairies et tout près de 49 p. 100 en Ontario et dans les provinces de l'Atlantique.

### Répartition selon la branche d'activité

Le diagramme 1 illustre que la répartition des autochtones par branche d'activité était similaire à celle de l'ensemble de la population active visée par la Loi, leur proportion étant moins élevée dans les secteurs des communications et des banques et légèrement plus élevée dans les transports. Les hommes et les femmes autochtones étaient très concentrés dans certains secteurs. Leur répartition par branche d'activité variait cependant sensiblement : 56 p. 100 de tous les hommes autochtones travaillaient dans le domaine des transports alors que 50,8 p. 100 des femmes autochtones occupaient un emploi dans le secteur bancaire.

## Salaires moyens

Le tableau 2 présente les données sur les salaires moyens estimatifs. En 1987, le salaire moyen de l'ensemble des autochtones s'élevait à 27 114 $ contre 29 274 $ pour l'ensemble des salariés visés par la Loi. Le salaire annuel moyen des travailleuses autochtones à temps plein se situait à 22 897 $, soit 72,8 p. 100 seulement du salaire annuel moyen de leur contrepartie masculine. Cet écart entre les hommes et les femmes autochtones est semblable à celui qui existe entre les hommes et les femmes de l'ensemble de la population active. Cependant, la rémunération des hommes autochtones était de 10 p. 100 moins élevée que celle des hommes de l'ensemble de la main-d'oeuvre visée. Quant aux femmes autochtones, elles recevaient 7,2 p. 100 de moins que l'ensemble des travailleuses. Il faut noter que les autochtones visés par la Loi obtenaient une part plus importante du salaire moyen des travailleurs à temps plein que les autochtones de l'ensemble de la population active canadienne (90,6 p. 100 contre 72,9 p. 100).

Le diagramme 2 illustre la distribution des salaires entre les hommes et les femmes du groupe désigné travaillant à temps plein. Si au moins deux tiers des femmes autochtones touchaient moins de 25 000 $ par année, un peu plus du cinquième (21.2 p. 100) des hommes autochtones étaient dans le même cas. On retrouvait un plus grand nombre de femmes autochtones que d'hommes autochtones dans l'échelle de rémunération de 10 000 $ à 24 999 $; pour les salaires plus élevés, la proportion était inversée. Aucune femme autochtone ne se retrouvait parmi les travailleurs à temps plein compris dans l'échelle de rémunération la plus élevée.

### Salaires selon la branche d'activité

Dans chaque branche d'activité, le salaire moyen à temps plein des autochtones était toujours inférieur au salaire moyen de l'effectif visé par la Loi dans cette branche. En outre, l'écart salarial entre les hommes et les femmes autochtones se maintenait dans toutes les catégories d'activité. L'écart le plus important a été observé dans le secteur des transports où les femmes autochtones ne touchaient que 69,1 p. 100 de la rémunération des hommes autochtones; l'écart le moins important a été noté dans le secteur des communications où les femmes autochtones touchaient un peu plus de 80 p. 100 du salaire des hommes autochtones.

Le salaire annuel des femmes autochtones employées à temps plein était inférieur de 10 p. 100

## Les autochtones

Aux fins de l'application de la Loi sur l'équité en matière d'emploi, les autochtones sont les Indiens, les Inuit et les Métis qui se reconnaissent comme tels auprès de leur employeur ou acceptent que celui-ci les reconnaisse comme tels.

### Répartition géographique

Environ un quart de tous les autochtones au Canada vivaient en Ontario en 1986. Ils représentaient cependant une proportion plus importante de la population des provinces de l'Ouest et des Territoires, soit environ 8 p. 100 de la population du Manitoba et de la Saskatchewan, 20 p. 100 de celle du Yukon et près de 60 p. 100 de celle des Territoires du Nord-Ouest.

### Répartition selon l'âge

La répartition par âge des autochtones diffère beaucoup de celle de l'ensemble de la population. Le taux de natalité de ce groupe étant supérieur à la moyenne, il y a proportionnellement plus d'enfants autochtones de moins de 14 ans. En effet, ce groupe représente environ un tiers de la population autochtone, par comparaison à la population canadienne d'enfants de 14 ans qui constitue un cinquième de la population totale. Lorsque ces jeunes auront grandi et commencé à travailler, les autochtones représenteront une plus grande proportion de la population active totale.

## Partie I : Les autochtones dans la population active canadienne

De 1981 à 1986, le nombre d'autochtones dans la population active canadienne est passé de 122 465 à 210 605, ce qui représente une hausse de 72 p. 100. Toutefois en 1986, le taux de chômage des autochtones était de 22 p. 100, le double de celui de toute la population du Canada. De plus, il était plus élevé dans tous les groupes d'âge, mais encore davantage dans celui des 15 à 24 ans, où 31 personnes sur 100 étaient en chômage.

Le taux d'activité des autochtones était de 60,3 p. 100 en 1986 par rapport à 50,4 p. 100 en 1981. En dépit de cette augmentation, ce taux était bien inférieur à la moyenne nationale de 66,5 p. 100, surtout chez les 15 à 24 ans et les plus de 45 ans. Juste un peu plus de la moitié des autochtones âgés de 15 à 24 ans faisaient partie de la population active, contre 67,8 p. 100 du même groupe d'âge dans l'ensemble de la population.

Les autochtones ne représentaient que 2,1 p. 100 de la main-d'oeuvre canadienne. En 1986, de cette proportion, moins de 6 p. 100 se retrouvaient dans les catégories Cadres supérieurs et Cadres intermédiaires et autres cadres, par comparaison à 8,4 p. 100 de la population totale. Vingt-et-un p. 100 exerçaient des métiers dans la catégorie Autres travailleurs manuels contre 14,9 p. 100 de l'ensemble de la population active canadienne. Moins de 8 p. 100 des autochtones se retrouvaient dans la catégorie Professionnels et moins de 4 p. 100 dans les catégories Surveillants et Contremaîtres. Ils étaient également sous-représentés parmi les employés de bureau et ceux du secteur de la vente.

## Partie II : Analyse de la situation des autochtones visés par la Loi sur l'équité en matière d'emploi

## Représentation

Les employeurs ont déclaré la présence de 3 862 salariés autochtones, dont 42,2 p. 100 étaient des femmes, ce qui représente seulement 0,7 p. 100 de l'effectif visé par la Loi sur l'équité en matière d'emploi. Leur représentation s'établissait à moins du quart de leur représentation proportionnelle dans la population canadienne et à seulement un tiers de leur représentation proportionnelle dans l'ensemble de la main-d'oeuvre canadienne.

Au tableau 1, il est fait état de la répartition des autochtones par catégorie de salariés. On note que 3 481 autochtones (90,1 p. 100) occupaient un emploi permanent à temps plein, 331 (8,6 p. 100) un emploi permanent à temps partiel et 50 (1,3 p. 100) un emploi temporaire. Plus de 95 p. 100 des hommes et 82 p. 100 des femmes détenaient un emploi permanent à temps plein, alors que 2,8 p. 100 des hommes et 16,4 p. 100 des femmes

**Tableau 7**

**Avancement, dans les emplois à plein temps et à temps partiel, des femmes et des hommes selon la branche d'activité**

| | Plein temps | | | Temps partiel | | |
|---|---|---|---|---|---|---|
| Branche d'activité | Hommes | Femmes | Total | Hommes | Femmes | Total |
| Banques | 11 719 | 25 195 | 36 909 | 169 | 2 379 | 2 548 |
| Transports | 11 868 | 2 581 | 14 449 | 54 | 75 | 129 |
| Communications | 5 549 | 4 362 | 9 911 | 560 | 419 | 979 |
| Autres | 1 886 | 823 | 2 709 | 6 | 20 | 26 |
| Toutes les branches | 31 022 | 32 961 | 63 978 | 789 | 2 893 | 3 682 |

**Tableau 6**

**Recrutement, cessation d'emploi et différence - femmes et hommes travaillant à plein temps et à temps partiel, selon la branche d'activité**

| Branche d'activité | Recrutement | | Cessation d'emploi | | Différence | |
|---|---|---|---|---|---|---|
| | Plein temps | Temps partiel | Plein temps | Temps partiel | Plein temps | Temps partiel |
| Banques | 12 979 | 8 690 | 15 187 | 6 372 | (2 208) | 2 318 |
| Hommes | 4 225 | 950 | 4 327 | 543 | (102) | 407 |
| Femmes | 8 754 | 7 740 | 10 860 | 5 829 | (2 106) | 1 911 |
| Transports | 24 921 | 6 793 | 26 826 | 4 699 | (1 905) | 2 094 |
| Hommes | 20 040 | 4 537 | 22 319 | 3 279 | (2 279) | 1 258 |
| Femmes | 4 883 | 2 256 | 4 508 | 1 400 | 375) | 856 |
| Communications | 8 496 | 6 602 | 9 560 | 3 907 | (1 064) | 2 695 |
| Hommes | 4 621 | 4 036 | 5 850 | 2 441 | (1 229) | 1 595 |
| Femmes | 3 875 | 2 566 | 3 710 | 1 466 | 165) | 1 100 |
| Autres | 3 249 | 706 | 4 000 | 465 | (751) | 241 |
| Hommes | 2 154 | 437 | 2 870 | 279 | (716) | 158 |
| Femmes | 1 095 | 269 | 1 130 | 186 | (35) | 83 |
| Toutes les branches | 49 645 | 22 791 | 55 573 | 15 443 | (5 928) | 7 348 |
| Hommes | 31 040 | 9 960 | 35 366 | 6 542 | (4 326) | 3 418 |
| Femmes | 18 607 | 12 831 | 20 208 | 8 881 | (1 601) | 3 950 |

Nota : Les chiffres négatifs sont indiqués entre parenthèses.

au taux d'environ 1,5 p. 100, au sein de la population active féminine globale.

### Recrutement et cessation de fonctions selon la branche d'activité

Dans le secteur bancaire, l'impact net, sous cette rubrique, a été le plus fort chez les femmes; en effet, 2 208 emplois à temps plein ont été perdus, et de ceux-ci, 2 106 (ou 95,4 p. 100) étaient détenus par des femmes. De ces emplois perdus, 1 531 (ou 72,7 p. 100) étaient dans la catégorie Employés de bureau. La situation des femmes était relativement meilleure dans les autres secteurs : dans celui des transports, il y a eu une augmentation nette de 375 emplois à temps plein pour les femmes contre une diminution de 2 279 emplois pour les hommes. La situation était semblable dans le secteur des communications où il y a eu une augmentation nette de 165 emplois pour les femmes contre une diminution de 1 229 emplois pour les hommes.

## Avancement

De toutes les promotions accordées à l'effectif visé, en 1987, 35 912, ou 53 p. 100 l'ont été à des femmes. Les femmes ont également bénéficié de 51,5 p. 100 de toutes les promotions dans les emplois à temps plein. La ventilation des promotions par catégorie de salariés montre que 91,8 p. 100 des promotions sont allées à des employés à temps plein.

### Avancement selon la catégorie professionnelle

Dans tous les emplois à temps plein, excepté dans le secteur des services, la proportion des femmes ayant bénéficié d'une promotion était soit similaire, soit supérieure, à la proportion des hommes dans la même catégorie professionnelle.

### Avancement selon la branche d'activité

Dans tous les secteurs, à l'exception du secteur bancaire, la proportion des femmes ayant remporté une promotion dans un emploi à temps plein était plus grande que leur proportion par rapport aux actifs du secteur visé par la Loi. Toutefois, dans le secteur bancaire, les femmes ont remporté 68,3 p. 100 des promotions alors qu'elles représentaient 72,5 p. 100 de l'effectif visé par la Loi.

## DIAGRAMME 3: REPRESENTATION DES FEMMES ET DES HOMMES DANS LES CATEGORIES PROFESSIONNELLES

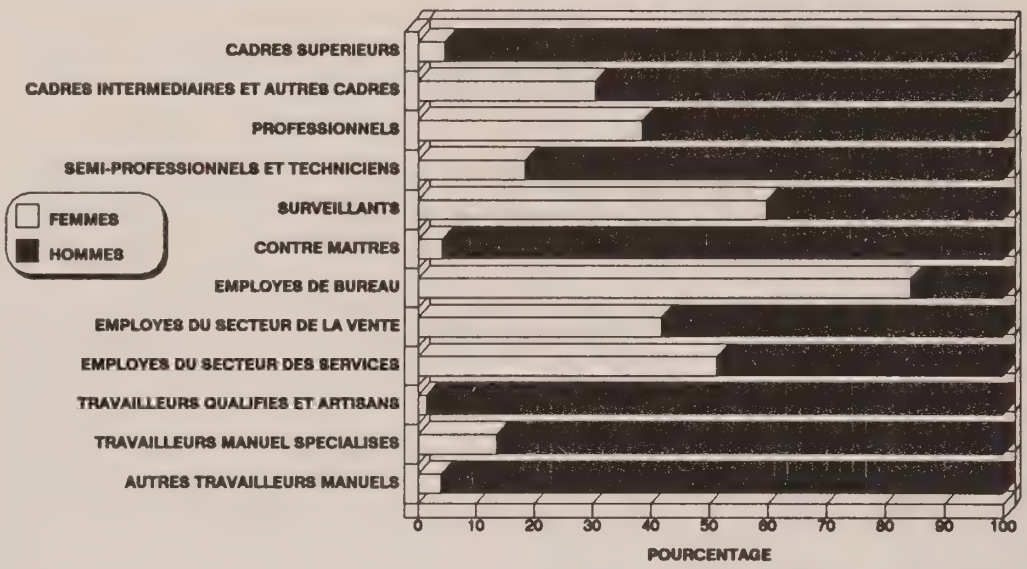


**Tableau 5**
**Répartition, dans les catégories professionnelles, des femmes et des hommes travaillant à temps partiel, selon la branche d'activité**

| Catégorie professionnelle | Banques | | Transports | | Communications | | Autres | | Toutes les branches d'activité | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes |
| Cadres supérieurs | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% | 0.0% | 0.0% |
| Cadres intermédiaires et autres cadres | 2.5% | 1.1% | 0.1% | 0.0% | 0.1% | 0.2% | 0.3% | 1.5% | 0.4% | 0.8% |
| Professionnels | 2.3% | 0.8% | 0.4% | 0.2% | 0.5% | 0.2% | 0.5% | 3.6% | 0.7% | 0.6% |
| Semi-professionnels et techniciens | 0.2% | 0.2% | 2.8% | 0.1% | 11.9% | 2.3% | 8.3% | 6.7% | 6.9% | 0.9% |
| Surveillants | 0.6% | 0.6% | 0.0% | 0.2% | 1.0% | 0.2% | 0.4% | 1.4% | 0.5% | 0.5% |
| Contremaîtres | 0.0% | 0.0% | 0.1% | 0.0% | 0.4% | 0.0% | 0.0% | 0.0% | 0.2% | 0.0% |
| Employés de bureau | 91.9% | 97.1% | 8.1% | 57.6% | 8.0% | 35.7% | 3.8% | 41.9% | 16.8% | 75.8% |
| Employés du secteur de la vente | 0.1% | 0.0% | 3.2% | 18.6% | 2.7% | 2.9% | 1.5% | 2.9% | 2.5% | 2.6% |
| Employés du secteur des services | 0.6% | 0.1% | 3.0% | 7.6% | 0.3% | 0.5% | 15.2% | 15.1% | 2.4% | 1.2% |
| Travailleurs qualifiés et artisans | 0.6% | 0.0% | 2.4% | 0.6% | 8.8% | 0.4% | 1.5% | 0.4% | 4.9% | 0.2% |
| Travailleurs manuels spécialisés | 0.1% | 0.0% | 38.3% | 10.9% | 48.1% | 55.5% | 62.6% | 25.0% | 40.3% | 16.5% |
| Autres travailleurs manuels | 1.1% | 0.0% | 41.6% | 4.2% | 18.2% | 2.0% | 5.9% | 1.4% | 24.3% | 1.0% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

**Tableau 4**

**Répartition, dans les catégories professionnelles, des femmes et des hommes travaillant à plein temps, selon la branche d'activité**

| Catégorie professionnelle | Banques | | Transports | | Communications | | Autres | | Toutes les branches d'activité | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes |
| Cadres supérieurs | 3.0% | 0.0% | 0.9% | 0.2% | 1.0% | 0.1% | 2.0% | 0.4% | 1.3% | 0.1% |
| Cadres intermédiaires et autres cadres | 54.0% | 12.9% | 5.7% | 3.5% | 14.4% | 10.7% | 13.0% | 7.6% | 14.8% | 10.7% |
| Professionnels | 18.3% | 8.2% | 2.1% | 2.6% | 4.6% | 2.6% | 10.4% | 8.3% | 5.6% | 5.7% |
| Semi-professionnels et techniciens | 2.3% | 1.4% | 6.1% | 2.5% | 10.9% | 4.5% | 8.3% | 7.6% | 7.3% | 2.7% |
| Surveillants | 3.0% | 7.6% | 2.1% | 3.9% | 1.3% | 1.9% | 4.3% | 5.1% | 2.2% | 5.3% |
| Contremaîtres | 0.1% | 0.0% | 6.0% | 0.5% | 4.7% | 0.9% | 5.0% | 0.2% | 4.8% | 0.3% |
| Employés de bureau | 15.8% | 69.4% | 7.8% | 55.2% | 3.1% | 50.6% | 3.5% | 60.5% | 6.9% | 61.5% |
| Employés du secteur de la vente | 0.7% | 0.2% | 2.2% | 7.5% | 3.4% | 5.0% | 1.2% | 0.6% | 2.3% | 2.7% |
| Employés du secteur des services | 0.9% | 0.1% | 3.0% | 19.3% | 0.1% | 0.2% | 1.5% | 0.7% | 1.7% | 3.0% |
| Travailleurs qualifiés et artisans | 0.7% | 0.0% | 20.1% | 0.7% | 21.1% | 0.8% | 13.1% | 0.6% | 17.4% | 0.4% |
| Travailleurs manuels spécialisés | 0.3% | 0.0% | 31.7% | 2.8% | 32.1% | 22.3% | 20.1% | 2.3% | 27.0% | 7.0% |
| Autres travailleurs manuels | 0.8% | 0.0% | 12.3% | 1.3% | 3.3% | 0.5% | 17.7% | 6.1% | 8.7% | 0.6% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

30 p. 100 des postes de la catégorie Cadres intermédiaires et autre cadres et moins de 5 p. 100 des postes de la catégorie Contremaîtres visés par la Loi. Le contraste était évident entre les travailleurs qualifiés et les artisans et les autres travailleurs manuels, presque tous des hommes, et les employés de bureau, dont cinq sur six étaient des femmes.

Dans chaque catégorie professionnelle représentée parmi les travailleurs visés par la Loi, la proportion des femmes était inférieure à celle des femmes faisant partie de la population active du Canada, sauf dans les groupes d'employés de bureau et de surveillants.

## Répartition selon la branche d'activité

### Secteur bancaire

En 1987, 69,4 p. 100 des femmes de l'effectif visé dans le secteur bancaire étaient dans la catégorie Employés de bureau, 12,9 p. 100 dans la catégorie Cadres intermédiaires et autres cadres et 8,2 p. 100 dans la catégorie Professionnels. Par comparaison, dans le même secteur, plus de la moitié des hommes occupaient des postes de la catégorie Cadres intermédiaires et autres cadres, près de 20 p. 100 des postes de la catégorie Professionnels et 15,8 p. 100 se trouvaient dans la catégorie Employés de bureau.

Les femmes figuraient pour 72,5 p. 100 de tous les travailleurs à temps plein dans le secteur bancaire. Elles occupaient 2,9 p. 100 des postes de la catégorie Cadres supérieurs, 38,3 p. 100 des postes de la catégorie Cadres intermédiaires et autres cadres, 54,2 p. 100 des postes de la catégorie Professionnels et 92 p. 100 de tous les postes de la catégorie Employés de bureau.

### Secteur des transports

Dans le secteur des transports, les femmes se concentraient dans le groupe des employés de bureau; moins de 3 p. 100 des femmes oeuvrant dans ce secteur appartenaient à la catégorie Travailleurs manuels spécialisés contre 31,7 p. 100 des hommes, et moins de 1 p. 100 des femmes appartenaient à la catégorie Travailleurs qualifiés et artisans, en comparaison de 20 p. 100 des hommes.

### Secteur des communications

Dans le secteur des communications, plus de 50 p. 100 des femmes occupaient des postes d'employés de bureau. On observait une concentration relativement élevée de femmes dans la catégorie Travailleurs manuels spécialisés (22,3 p. 100). Fait intéressant, 92,5 p. 100 des femmes employées à temps plein en tant que travailleurs manuels spécialisés l'étaient dans le secteur des communications. Les femmes représentaient en outre 5,7 p. 100 de tous les cadres supérieurs, ce qui constituait la proportion la plus élevée de tous les secteurs.

## Recrutement et cessation de fonctions

En 1987, 32 693 femmes ont été recrutées et ont rejoint l'effectif visé par la Loi; elles ont constitué 42,8 p. 100 de toutes les personnes embauchées : 18 607 d'entre elles ont obtenu des emplois à temps plein (37,5 p. 100 du total du recrutement pour des postes à temps plein) et 12 831 des emplois à temps partiel (56,3 p. 100 du total du recrutement pour des emplois à temps partiel).

Il y a eu cessation de fonctions pour près de 30 000 femmes en 1987, soit 40,4 p. 100 de toutes les cessations de fonctions intéressant l'effectif visé par la Loi sur l'équité en matière d'emploi. Les femmes étaient visées par 36,4 p. 100 des cessations de fonctions à temps plein et par 57,5 p. 100 des cessations de fonctions à temps partiel.

L'impact total du recrutement et des cessations de fonctions pour l'effectif visé par la Loi et travaillant à temps plein a été une diminution de 5 928 emplois dont 27 p. 100 étaient occupés par des femmes.

L'impact total sur l'effectif visé par la Loi et travaillant à temps partiel a été une augmentation de 7 348 emplois, dont 3 950, ou 53,8 p. 100, étaient occupés par des femmes.

La réduction des emplois à temps plein et l'augmentation nette des emplois à temps partiel semblent indiquer qu'il y a eu un déplacement de l'emploi à temps plein vers l'emploi à temps partiel,

**Tableau 3**

**Situation relative des femmes – quart de l'échelle de rémunération – selon la branche d'activité**

| | Banques | | Transports | | Communications | | Autres | |
|---|---|---|---|---|---|---|---|---|
| | HOM | FEM | HOM | FEM | HOM | FEM | HOM | FEM |
| Cadres supérieurs | 1,3 | 1,1 | 2,0 | 1,7 | 2,1 | 1,7 | 2,01 | 1.9 |
| Cadres intermédiaires et autres cadres | 1,7 | 1,2 | 2,0 | 1,4 | 2,1 | 1,8 | 2,2 | 1,9 |
| Professionnels | 1,3 | 1,1 | 2,0 | 1,5 | 2,1 | 1,7 | 2,3 | 1,7 |
| Semi-professionnels et techniciens | 2,0 | 1,4 | 2,4 | 2,0 | 2,0 | 1,6 | 2,5 | 2,0 |
| Superviseurs | 2,0 | 1,7 | 2,4 | 1,9 | 2,8 | 2,3 | 2,7 | 2,1 |
| Contremaîtres | 2,0 | 1,0 | 2,6 | 1,9 | 3,4 | 3,3 | 2,6 | 1,7 |
| Employés de bureau | 1,7 | 1,5 | 2,8 | 2,2 | 2,4 | 2,2 | 2,4 | 2,0 |
| Employés du secteur de la vente | 2,1 | 1,5 | 2,7 | 2,4 | 2,7 | 2,0 | 2,0 | 2,0 |
| Employés du secteur des services | 2,3 | 1,3 | 2,8 | 2,7 | 2,5 | 2,0 | 1,9 | 1,5 |
| Travailleurs qualifiés et artisans | 2,4 | 1,7 | 2,3 | 2,2 | 3,1 | 2,5 | 2,8 | 2,1 |
| Travailleurs manuels spécialisés | 2,1 | 1,3 | 2,5 | 1,9 | 3,9 | 3,7 | 2,3 | 2,4 |
| Autres travailleurs manuels | 2,3 | 2,0 | 2,5 | 1,9 | 3,4 | 2,6 | 2,3 | 1,5 |

Ce tableau illustre la répartition des hommes et des femmes dans les quarts des échelles de rémunération selon les données du formulaire 2. Un chiffre de 1 à 4 a été attribué à chaque salarié en fonction du quart de l'échelle de rémunération dans lequel il a été déclaré. Ces chiffres ont été additionnés, puis divisés par le nombre de salariés. Le résultat est toujours compris entre 1 et 4. Plus les membres d'un groupe se retrouvent dans les quarts inférieurs, plus le résultat est bas.

Ce calcul n'a pas pour objet d'établir une comparaison entre les hommes ou entre les femmes, ni entre les catégories professionnelles ou les branches d'activité. Il permet de comparer la situation des hommes et des femmes dans les quarts des échelles de rémunération pour les mêmes catégorie professionnelle et branche d'activité. Par exemple, les deux résultats obtenus pour les employés de bureau dans le secteur des transports révèlent que les hommes (2,8) sont généralement plus nombreux que les femmes (2,2) dans les quarts supérieurs de l'échelle de rémunération.

**Tableau 2**

**Salaires moyens estimatifs des femmes et des hommes selon la branche d'activité et la catégorie de salariés**

| Branche d'activité | Plein temps | Temps partiel | Toutes les** catégories |
|---|---|---|---|
| Banques | $27 210 | $10 833 | $24 517 |
| Hommes | $39 984 | $10 116 | $38 835 |
| Femmes | $22 368 | $10 876 | $20 018 |
| Femmes/hommes * | 55,9% | 107,5% | 51,5% |
| Transports | $31 939 | $10 654 | $30 568 |
| Hommes | $33 183 | $11 035 | $32 045 |
| Femmes | $25 345 | $10 134 | $23 376 |
| Femmes/hommes * | 76,4% | 91,8% | 72,9% |
| Communications | $32 668 | $21 224 | $31 487 |
| Hommes | $35 306 | $18 827 | $34 345 |
| Femmes | $28 186 | $22 433 | $27 209 |
| Femmes/hommes * | 79,8% | 119,2% | 7,2% |
| Autres | $34 200 | $12 665 | $33 105 |
| Hommes | $36 222 | $12 539 | $35 248 |
| Femmes | $26 417 | $12 792 | $25 221 |
| Femmes/hommes * | 72,9% | 102,0% | 71,6% |
| Toutes les branches | $31 047 | $14 030 | $29 274 |
| Hommes | $34 920 | $14 279 | $33 842 |
| Femmes | $24 675 | $13 947 | $22 767 |
| Femmes/hommes * | 70,7% | 97,7% | 67,3% |

* Salaires des femmes en proportion de ceux des hommes.

** Toutes les catégories de salariés.

où les femmes représentaient 7 p. 100 des travailleurs et les hommes 27 p. 100.

Les travailleuses visées par l'équité en matière d'emploi étaient deux fois plus susceptibles que les femmes de l'ensemble de la population active canadienne de travailler dans les catégories professionnelles suivantes : Cadres intermédiaires et autres cadres, Surveillants et Travailleurs manuels spécialisés. Six femmes sur dix de l'effectif visé appartenaient à la catégorie Employés de bureau.

Cependant, les femmes visées par la Loi étaient moins nombreuses que l'ensemble des femmes de la population active canadienne dans les catégories Professionnels, Semi-professionnels et techniciens et Autres métiers manuels et dans les secteurs de la vente et des services.

La représentation des hommes et des femmes travaillant à temps plein selon les catégories professionnelles est indiquée au diagramme 3. Les femmes occupaient moins de 5 p. 100 des postes de la catégorie Cadres supérieurs, un peu plus de

matière d'emploi était de 22 767 $, soit 67,3 p. 100 du salaire moyen des hommes. Le salaire moyen estimatif des femmes occupant un emploi à temps plein était de 24 675 $, soit 70,7 p. 100 du salaire moyen des hommes du même groupe.

Dans la population active visée par la Loi, le salaire moyen des femmes travaillant à temps plein était de 2 900 $ ou de 13,5 p. 100 supérieur à celui des femmes de l'ensemble de la population active canadienne. Celui des hommes de l'effectif visé était de 5,4 p. 100 supérieur à celui des hommes de l'ensemble de la population active canadienne.

Pour un emploi permanent à temps partiel, les femmes touchaient un salaire estimatif moyen de 13 947 $, soit un salaire équivalent à 97,7 p. 100 de celui des hommes du même groupe.

Le diagramme 2 illustre davantage encore l'écart entre le salaire des hommes et celui des femmes de l'effectif visé par la Loi. Il faut remarquer que la répartition des deux groupes est très différente. Les femmes étaient plus fortement concentrées que les hommes dans les tranches inférieures du salariat. Plus de 58 p. 100 des femmes travaillant à temps plein recevaient moins de 25 000 $ par rapport à 15,8 p. 100 des hommes. Près d'un homme sur quatre (24,1 p. 100) gagnait plus de 40 000 $ par comparaison à une femme sur vingt (5 p. 100).

### Salaires moyens selon la branche d'activité

L'écart salarial le plus important entre les hommes et les femmes a été observé dans le secteur bancaire où les femmes occupant un emploi à temps plein touchaient les salaires les moins élevés de tous les secteurs, gagnant en moyenne 22 368 $, soit 55,9 p. 100 du salaire moyen des hommes engagés à temps plein dans ce secteur. Le salaire moyen le plus élevé était alloué aux hommes occupant un emploi à temps plein dans le secteur bancaire[1]. Dans les autres branches d'activité, les femmes travaillant à temps plein touchaient moins de 80 p. 100 de la rémunération des hommes.

### Quarts de salaire et répartition selon la catégorie professionnelle

Les employeurs visés par la Loi étaient également tenus de fournir des renseignements sur la distribution des membres des groupes désignés dans les échelles de rémunération dans chaque catégorie professionnelle[2]. Le tableau 3 présente une série de données sur la situation salariale relative des hommes et des femmes dans chaque catégorie professionnelle. L'échelle va de 1 à 4. Une mesure de 1.0 dénotant une concentration totale dans le quart de rémunération le plus bas, alors qu'à l'inverse, 4.0 représente le maximum possible. On constate que les femmes se retrouvent plus souvent que les hommes dans les quarts inférieurs. S'il n'est pas toujours important, l'écart entre les deux groupes a été noté dans presque toutes les catégories professionnelles et branches d'activité.

## Répartition selon la catégorie professionnelle

On a observé un écart considérable entre la répartition par catégorie professionnelle des hommes et des femmes travaillant à temps plein. Les femmes étaient près de neuf fois plus susceptibles que les hommes de travailler comme employés de bureau. Moins de 0,5 p. 100 des femmes appartenaient à la catégorie Travailleurs qualifiés et artisans contre 17,4 p. 100 des hommes. L'écart était presque aussi important dans la catégorie Travailleurs manuels spécialisés,

1 Les données communiquées aux termes de la Loi ne sont pas suffisantes pour permettre d'analyser et de déterminer tous les facteurs causant l'écart salarial.

2 Les employeurs devaient diviser en quatre parties égales l'échelle de rémunération comprise entre les salaires minimum et les salaires maximum versés aux salariés de chacune des catégories professionnelles. Ils indiquaient ensuite le nombre de salariés dans chaque quart. Pour obtenir plus de renseignements sur les quarts des échelles de rémunération et la façon dont ils sont calculés, veuillez vous reporter à la section "Equité en matière d'emploi – Le "règlement et les annexes" du document *Loi sur l'equité en matière d'emploi et exigences concernant les rapports*, Emploi et Immigration Canada, 1986.

**Tableau 1**
**Répartition des femmes et des hommes selon la catégorie de salariés et la branche d'activité**

| Catégorie de salariés | Banques | Transports | Communi-cations | Autres | Toutes les branches d'activité |
|---|---|---|---|---|---|
| Plein temps | 141 747 | 188 001 | 155 316 | 38 853 | 523 917 |
| Hommes | 38 931 | 158 283 | 98 212 | 30 833 | 326 263 |
| Femmes | 102 816 | 29 716 | 57 104 | 8 020 | 197 656 |
| % femmes | 72,5% | 15,8% | 36,8% | 20,6% | 37,7% |
| Temps partiel | 27 226 | 9 218 | 17 479 | 1 783 | 55 706 |
| H ommes | 1 537 | 5 335 | 6 214 | 1 063 | 14 149 |
| Femmes | 25 689 | 3 883 | 11 265 | 720 | 41 557 |
| % femmes | 94,4% | 42,1% | 64,4% | 40,4% | 74,6% |
| Temporaire | 534 | 3 891 | 2 429 | 384 | 7 238 |
| Hommes | 36 | 3 391 | 1 206 | 281 | 4 914 |
| Femmes | 498 | 500 | 1 223 | 103 | 2 324 |
| % femmes | 93,3% | 12,9% | 50,3% | 26,8% | 32,1% |
| Tous | 169 507 | 201 110 | 175 224 | 41 020 | 586 861 |
| Hommes | 40 504 | 167 011 | 105 632 | 32,177 | 345 320 |
| Femmes | 129 003 | 34 099 | 69 592 | 8,843 | 241 537 |
| % femmes | 76,1% | 17,0% | 39,7% | 21,6% | 41,2% |

Les femmes occupaient 37,7 p. 100 de tous les postes à temps plein, 74,6 p. 100 des postes à temps partiel et 32,1 p. 100 des postes à durée déterminée.

### Participation selon la branche d'activité

Le diagramme 1 illustre que les femmes comptaient pour plus des trois quarts de tous les employés du secteur bancaire où elles occupaient 72,5 p. 100 des postes à temps plein et 94,4 p. 100 des postes à temps partiel. Toutefois, les femmes occupaient moins de 40 p. 100 des postes dans toutes les autres branches d'activité. Dans le domaine des communications, les femmes occupaient 36,8 p. 100 des postes à temps plein et 64,4 p. 100 des postes à temps partiel. Dans celui des transports, elles comptaient pour 17 p. 100 de tous les employés. Elles occupaient 15,8 p. 100 des postes à temps plein et 42,1 p. 100 des postes à temps partiel.

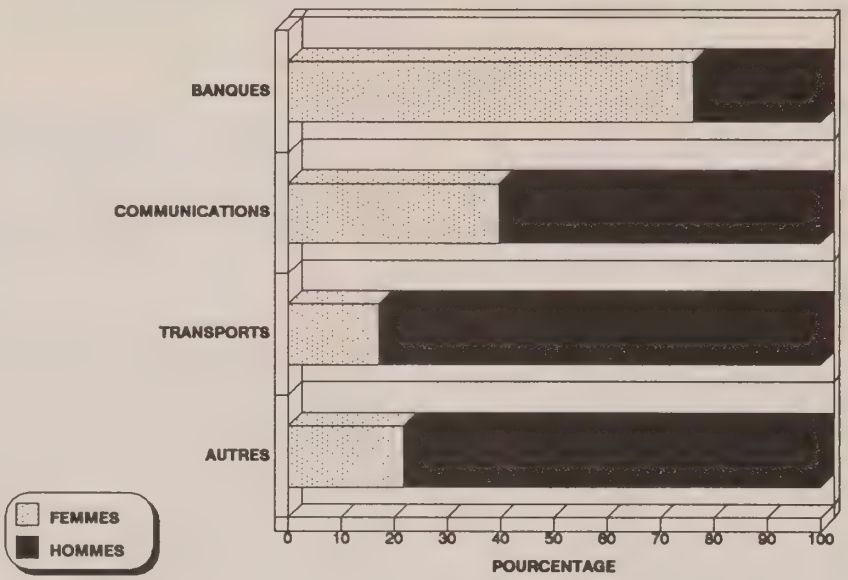
### Répartition selon la branche d'activité

La majorité des femmes (53,4 p. 100) travaillaient dans le secteur bancaire. Celui des communications venait au deuxième rang pour ce qui est de l'emploi des femmes (28.8 p. 100). Il était suivi de autres (21,6 p. 100) et des transports (13,3 p. 100).

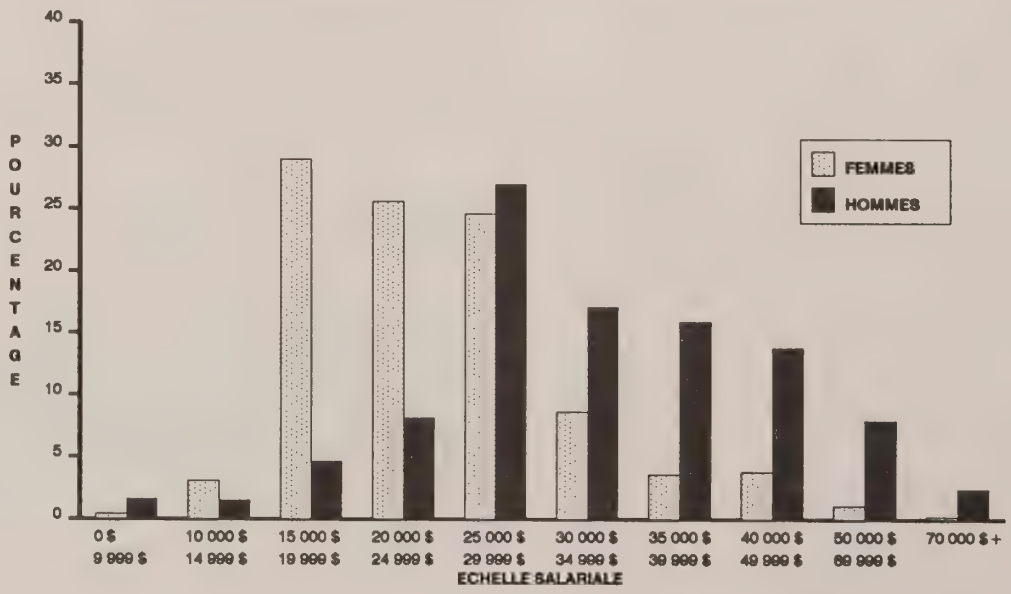
## Salaires moyens

Le salaire moyen estimatif de toute la population active féminine visée par la Loi sur l'équité en

## DIAGRAMME 1: REPRESENTATION DES FEMMES ET DES HOMMES PAR BRANCHE D'ACTIVITE




## DIAGRAMME 2: DISTRIBUTION SALARIALE DES FEMMES ET DES HOMMES TRAVAILLANT A TEMPS PLEIN



## Les femmes

## Partie I : Les femmes dans la population active canadienne

Le nombre de Canadiens se trouvant sur le marché de travail est passé de 64,8 p. 100 de la population totale en 1981 à 66,5 p. 100 en 1986. Cette augmentation est attribuable au nombre croissant de femmes qui rejoignent le marché du travail. Au cours de cette période, 534 300 emplois se sont ajoutés au nombre total d'emplois, les femmes comptant pour 95 p. 100 de cette hausse. Alors que le taux de participation des hommes a diminué légèrement, passant de 78,2 p. 100 à 77,5 p. 100, celui des femmes a augmenté, passant de 51,8 p. 100 à 55,9 p. 100. L'augmentation la plus marquée a été enregistrée chez les femmes âgées de 25 à 44 ans, dont le taux de participation est passé de 65,2 p. 100 en 1981 à 73 p. 100 en 1986.

En 1986, le taux de chômage des femmes était de 11,2 p. 100 en comparaison de 9,6 p. 100 pour les hommes. Le chômage était plus élevé chez les femmes que chez les hommes, et ce, pour tous les groupes d'âge à l'exception de celui des 15 à 24 ans. Les femmes comptaient pour 44 p. 100 de la main-d'oeuvre dans toutes les catégories professionnelles au Canada, mais elles n'y étaient pas représentées dans les mêmes proportions. Ainsi, en 1986, elles occupaient 17,4 p. 100 des postes de la catégorie Cadres supérieurs et 33,1 p. 100 des postes de la catégorie Cadres intermédiaires et autres cadres. Les femmes étaient sous-représentées parmi les travailleurs qualifiés et les artisans où elles ne comptaient que pour 8,3 p. 100 de la population de cette catégorie. En comparaison, 14 p. 100 des postes de travailleurs manuels spécialisés et 29,2 p. 100 des postes de la catégorie Autres travailleurs manuels étaient occupés par des femmes. A l'inverse, près de 80 p. 100 de tous les employés de bureau et 61,3 p. 100 de tous les employés du secteur des services étaient des femmes.

Les chiffres sur la répartition des femmes dans les diverses catégories professionnelles révèlent qu'au Canada, la plupart des femmes travaillent encore comme employées de bureau et dans les secteurs de la vente et des services (soit plus de la moitié des femmes sur le marché du travail comparativement à environ un cinquième des hommes). Moins de 6 p. 100 des femmes occupaient des postes de gestion comparativement à 10,5 p. 100 des hommes. Plus de 45 p. 100 des hommes occupaient des postes dans les catégories Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels, comparativement à 14,2 p. 100 des femmes. On comptait moins de 90 000 femmes parmi les travailleurs qualifiés et les artisans comparativement à plus de 600 000 femmes dans les autres postes de travailleurs manuels.

## Partie II : Situation des femmes dans l'effectif visé par la Loi sur l'équité en matière d'emploi

### Représentation

La population active visée par la Loi sur l'équité en matière d'emploi comptait quelque 241 537 femmes en 1987, celles-ci représentant 41,2 p. 100 de cet effectif, soit environ 2,8 p. 100 de moins que leur représentation dans la population active canadienne. On estime que 22 000 femmes étaient également membres de l'un ou de plusieurs des trois autres groupes désignés. On considère qu'environ 9 p. 100 de toutes les femmes ont une double appartenance à des groupes de l'effectif visé par la Loi sur l'équité en matière d'emploi.

#### Représentation selon la catégorie de salariés

Le tableau 1 révèle que 81,8 p. 100 (197 656) des femmes de l'effectif occupaient un poste permanent à temps plein, 17,2 p. 100 (41 557) un poste à temps partiel et 1 p. 100 (2 324) un poste temporaire. La répartition des hommes dans l'effectif différait quelque peu; ainsi, 94,5 p. 100 occupaient un poste à temps plein, 4,1 p. 100, un poste à temps partiel et 1,4 p. 100, un poste temporaire.

## Groupes désignés : profils et analyses

Les quatre groupes spécialement désignés aux fins de la Loi sur l'équité en matière d'emploi sont les suivants :

- les femmes
- les autochtones
- les personnes handicapées
- les membres des minorités visibles

Dans le présent chapitre, la situation de chacun des groupes désignés est analysée de deux points de vue différents : la première partie brosse un tableau de la situation de ces groupes au sein de la main-d'oeuvre canadienne[1] dans son ensemble, en s'appuyant sur les données du recensement du Canada de 1986 ou sur l'Enquête sur la santé et les limitations d'activités. La deuxième partie analyse et résume la situation de chacun de ces groupes dans la population active visée par la Loi sur l'équité en matière d'emploi[2].

Les tableaux insérés dans le texte illustrent la situation de chacun des groupes au sein de la population active visée par l'équité en matière d'emploi. (Le deuxième volume du présent rapport, *Loi sur l'équité en matière d'emploi – Rapport annuel 1988 présenté au Parlement, Tableaux*, donne un aperçu plus détaillé). Les tableaux qui portent sur la participation active de chacun des groupes désignés au marché du travail canadien figurent à l'annexe B pour faciliter les comparaisons entre les quatre groupes désignés.

Les groupes désignés constituent plus de la moitié de la population totale du Canada. Cependant, dans tous ces groupes, le taux de chômage est plus élevé qu'il ne l'est dans la population canadienne globale. En 1986, les femmes représentaient un peu plus de la moitié de la population du pays. Selon les données du recensement fait cette année-là, 712 000 personnes s'étaient identifiées comme étant des autochtones, ce qui représente 2,8 p. 100 de la population totale[3]. Il y avait 3,3 millions de personnes handicapées, représentant 13,2 p. 100 de la population du Canada, dont environ trois millions vivaient dans des ménages privés et 250 000 dans des établissements de soins de santé. Le nombre des membres des minorités visibles s'élevait à 1,5 million, soit 6,3 p. 100 de l'ensemble de la population du pays.

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1 Les données relatives aux professions, extraites du recensement de 1986, ont été tirées des chiffres concernant les femmes, les autochtones et les membres des minorités visibles qui ont été actifs en 1985 ou en 1986. Cette population comprenait la population active expérimentée (employée ou en chômage) et les inactifs qui avaient travaillé pour la dernière fois en 1985 ou en 1986.
En ce qui concerne les personnes handicapées, le bassin de main-d'oeuvre expérimentée comprend la population active expérimentée (employée ou en chômage) et les inactifs qui avaient travaillé entre 1981 et 1986. Les données proviennent de l'Enquête sur la santé et les limitations d'activités.

2 Cette main-d'oeuvre est constitutée des personnes déclarées comme salariées, en 1987, par les employeurs assujettis à la réglementation fédérale et qui étaient visés par la Loi sur l'équité en matière d'emploi. Les employés déclarés étaient répartis selon le nombre total d'hommes et de femmes et selon le nombre des membres de chacun des groupes désignés, qui s'étaient identifiés comme tels, ou qui avaient accepté d'être identifiés comme tels, aux fins de la Loi sur l'équité en matière d'emploi.

3 Les chiffres du recensement de 1986 ne tiennent pas compte de la population de 136 réserves indiennes où le recensement n'a pu se faire systématiquement, évaluée à 45 000 personnes.

**Tableau 7**

**Avancement de l'effectif visé par la Loi, travaillant à plein temps et à temps partiel, selon la branche d'activité**

| Branche d'activité | Avancement | |
|---|---|---|
| | Plein temps | Temps partiel |
| Banques | 36 909 | 2 548 |
| Transports | 14 449 | 129 |
| Communications | 9 911 | 979 |
| Autres | 2 709 | 26 |
| Toutes les branches d'activité | 63 978 | 3 682 |

**Tableau 5**

**Répartition dans les catégories professionnelles, de l'effectif visé par la Loi, travaillant à temps partiel, selon la branche d'activité**

| Catégorie professionnelle | Banques | Transports | Communi-cations | Autres | Toutes les branches |
|---|---|---|---|---|---|
| Cadres supérieurs | 0.0% | 0.0% | 0.0% | 0.1% | 0.0% |
| Cadres intermédiaires et autres cadres | 1.2% | 0.0% | 0.2% | 0.8% | 0.7% |
| Professionnels | 0.9% | 0.3% | 0.3% | 1.7% | 0.6% |
| Semi-professionnels et techniciens | 0.2% | 1.7% | 5.7% | 7.6% | 2.4% |
| Surveillants | 0.6% | 0.1% | 0.5% | 0.8% | 0.5% |
| Contremaîtres | 0.0% | 0.1% | 0.1% | 0.0% | 0.1% |
| Employés de bureau | 96.8% | 29.0% | 25.8% | 19.2% | 60.8% |
| Employés du secteur de la vente | 0.0% | 9.7% | 2.8% | 2.1% | 2.6% |
| Employés du secteur des services | 0.1% | 4.9% | 0.4% | 15.2% | 1.5% |
| Travailleurs qualifiés et artisans | 0.1% | 1.6% | 3.4% | 1.1% | 1.4% |
| Travailleurs manuels spécialisés | 0.0% | 26.8% | 52.9% | 47.4% | 22.6% |
| Autres travailleurs manuels | 0.1% | 25.9% | 7.7% | 4.1% | 6.9% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

**Tableau 6**
**Recrutement, cessation d'emploi et différence - effectif visé par la Loi travaillant à plein temps et à temps partiel, selon la branche d'activité**

| Branche d'activité | Recrutement | | Cessation d'emploi | | Différence | |
|---|---|---|---|---|---|---|
| | Plein temps | Temps partiel | Plein temps | Temps partiel | Plein temps | Temps partiel |
| Banques | 12 979 | 8 690 | 15 187 | 6 372 | (2 208) | 2 318 |
| Transports | 24 921 | 6 793 | 26 826 | 4 699 | (1 905) | 2 094 |
| Communications | 8 496 | 6 602 | 9 560 | 3 907 | (1 064) | 2 695 |
| Autres | 3 249 | 706 | 4 000 | 465 | (751) | 241 |
| Total | 49 645 | 22 791 | 55 573 | 15 443 | (5,928) | 7 34 |

Nota : Les chiffres négatifs sont indiqués entre parenthèses.

Le tableau 7 résume les promotions accordées aux employés à temps plein et à temps partiel selon la branche d'activité. Plus de 57 p. 100 des promotions des employés à temps plein ont été accordées dans le secteur bancaire. Ce nombre dépasse sensiblement le taux de 27 p. 100 que représente la population active visée par la Loi, employée à temps plein dans le secteur bancaire. La tendance est analogue dans la catégorie de l'emploi à temps partiel où le secteur bancaire a enregistré 69 p. 100 des promotions à temps partiel alors qu'il employait 49 p. 100 de la population active à temps partiel.

L'impact global des promotions sur la répartition selon la catégorie professionnelle des travailleurs visés a été minime. Fait à noter, dans le secteur bancaire, plus de 40 p. 100 des promotions ont été accordées à des employés de bureau à temps plein et environ 33 p. 100 à des employés de la catégorie Cadres intermédiaires et autres cadres. Presque tous les employés à temps partiel de ce secteur qui ont bénéficié d'une promotion étaient des employés de bureau.

comparativement à moins de 10 p. 100 de l'ensemble de la population active canadienne.

## Répartition selon la catégorie professionnelle et la branche d'activité

La répartition des travailleurs à temps plein selon la catégorie professionnelle et la branche d'activité (voir le tableau 5), permet d'expliquer la différence entre la population active visée par la Loi et l'ensemble de la population active canadienne. Près de 54 p. 100 des employés de bureau à temps plein visés travaillaient dans le secteur bancaire. Dans tous les autres secteurs, la proportion des employés de bureau était comparable à celle de l'ensemble de la population canadienne.

Il y avait une forte concentration de travailleurs manuels spécialisés visés par la Loi dans les secteurs des transports et des communications, leur taux de représentation étant proportionnellement trois fois supérieur à celui de l'ensemble de la population active canadienne dans ces secteurs. Dans toutes les branches d'activité, à l'exception des transports, les salariés visés par la Loi occupant des postes de la catégorie Cadres intermédiaires et autres cadres étaient proportionnellement plus nombreux que dans l'ensemble de la population active canadienne.

La répartition selon la catégorie professionnelle révèle que les employés à temps partiel visés par la Loi étaient fortement concentrés dans les catégories Employés de bureau et Travailleurs manuels spécialisés; on retrouvait en effet plus de 80 p. 100 des travailleurs à temps partiel dans ces deux groupes professionnels. Dans le secteur bancaire 96,8 p. 100 des emplois à temps partiel étaient des emplois de bureau. Les travailleurs manuels spécialisés représentaient 52,9 p. 100 des employés à temps partiel du secteur des communications et 47,4 p. 100 des employés à temps partiel dans les branches d'activité regroupées sous la catégorie Autres.

## Recrutement et cessation d'emploi

Les employeurs visés par la Loi ont déclaré un total de 76 364 recrutements et 74 067 cessations d'emploi. La différence entre ces deux chiffres donne 2 297 nouveaux emplois, représentant un taux de croissance net de 0,4 p. 100 seulement. Ce taux est sensiblement inférieur au taux de croissance de l'emploi sur le marché du travail dans son ensemble. En outre, le nombre d'emplois a augmenté uniquement dans le secteur des emplois à temps partiel. En fait, le nombre d'emplois à temps plein a diminué d'environ 1 p. 100 en 1987, alors que les emplois à temps partiel ont augmenté de 15 p. 100. Cette tendance n'est pas la même qu'on a constatée sur le marché du travail canadien où, en 1987, l'emploi à temps plein a augmenté de 3,1 p. 100 et l'emploi à temps partiel de moins de 1 p. 100.[3]

## Recrutement et cessation d'emploi selon la branche d'activité

Le tableau 6 résume les données sur le recrutement et la cessation d'emploi pour les employés à temps plein et à temps partiel selon la branche d'activité. Il montre que ce léger transfert des emplois à temps plein au profit des emplois à temps partiel s'est manifesté dans tous les secteurs d'activité.

Cette nouvelle tendance à la baisse des emplois à temps plein a touché surtout les catégories Contremaîtres et Cadres intermédiaires et autres cadres, alors que pour les emplois à temps partiel, la hausse la plus forte a été au niveau des catégories Employés de bureau et Autres travailleurs manuels.

## Avancement

Les employeurs visés par la Loi ont déclaré un total de 67 785 promotions en 1987. Plus de 94 p. 100 de ces promotions touchaient des employés à temps plein. Les possibilités d'avancement étaient limitées pour les employés à temps partiel.

3 Statistique Canada, *La population active*, janvier 1988.

**Tableau 3**

**Salaires moyens estimatifs de l'effectif visé par la Loi, travaillant plein temps et temps partiel, selon la branche d'activité**

| Branche d'activité | Plein temps | Temps partiel |
|---|---|---|
| Banques | $27 210 | $10 833 |
| Transports | $31 939 | $10 654 |
| Communications | $32 668 | $21 224 |
| Autres | $34 200 | $12 664 |
| Toutes les branches | $31 047 | $14 030 |

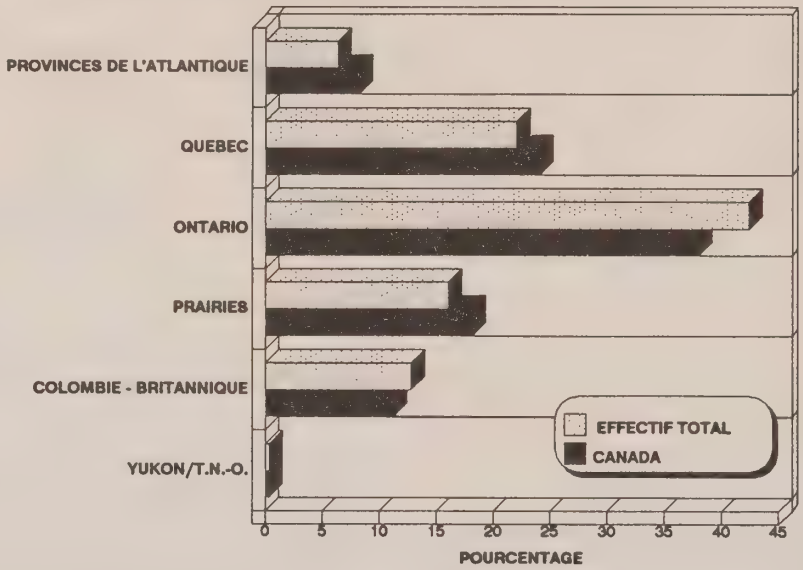
Nota : Estimations dérivées du formulaire 3, distributions salariales

**Tableau 4**

**Répartition, dans les catégories professionnelles, de l'effectif visé par la Loi, travaillant à plein temps, selon la branche d'activité, par rapport à la population active canadienne**

| Catégorie professionnelle | Banques | Transports | Communi-cations | Autres | Toutes les branches | Population active canadienne |
|---|---|---|---|---|---|---|
| Cadres supérieurs | 0.9% | 0.8% | 0.7% | 1.6% | 0.9% | 1.4% |
| Cadres intermédiaires et autres cadres | 24.2% | 5.4% | 13.0% | 11.9% | 13.2% | 7.0% |
| Professionnels | 11.0% | 2.1% | 3.8% | 10.0% | 5.6% | 12.0% |
| Semi-professionnels et techniciens | 1.7% | 5.5% | 8.6% | 8.2% | 5.6% | 4.6% |
| Surveillants | 6.4% | 2.4% | 1.5% | 4.4% | 3.4% | 2.4% |
| Contremaîtres | 0.0% | 4.1% | 3.3% | 4.0% | 3.1% | 2.7% |
| Employés de bureau | 54.7% | 15.3% | 20.6% | 15.3% | 27.5% | 17.0% |
| Employés du secteur de la vente | 0.3% | 3.1% | 4.0% | 1.1% | 2.5% | 7.7% |
| Employés du secteur des services | 0.3% | 5.6% | 0.1% | 1.3% | 2.2% | 10.0% |
| Travailleurs qualifiés et artisans | 0.2% | 17.1% | 13.6% | 10.5% | 11.0% | 7.6% |
| Travailleurs manuels spécialisés | 0.1% | 27.2% | 28.5% | 16.4% | 19.4% | 9.0% |
| Autres travailleurs manuels | 0.2% | 10.6% | 2.3% | 15.3% | 5.7% | 14.9% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

## DIAGRAMME 1: DISTRIBUTION REGIONALE DE LA POPULATION ACTIVE CANADIENNE ET DE L'EFFECTIF VISEE PAR LA LOI




## DIAGRAMME 2: DISTRIBUTION SALARIALE DE L'EFFECTIF TOTAL VISEE PAR LA LOI

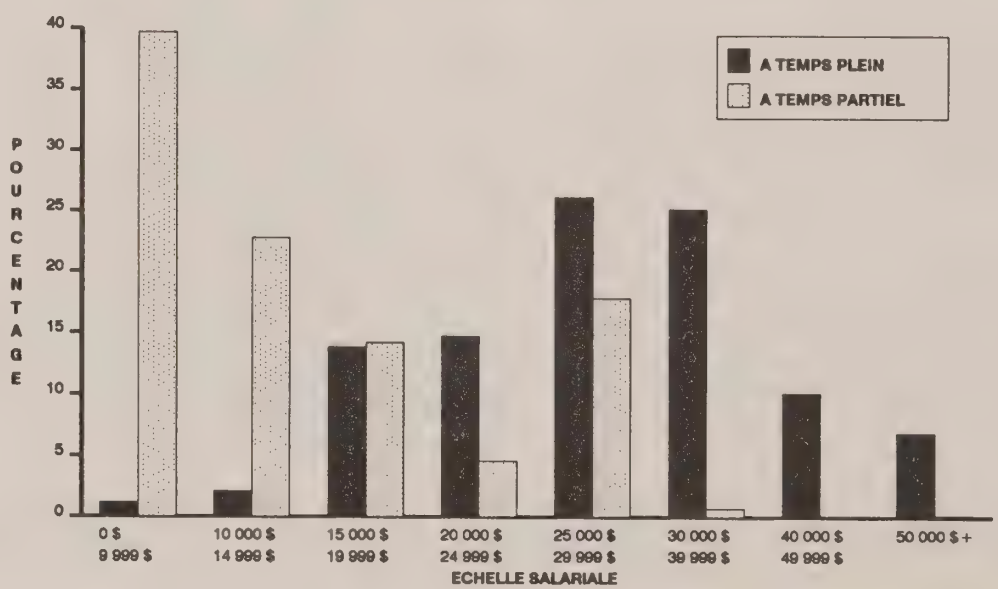


**Tableau 2**
**Nombre de salariés visés par la Loi, selon la catégorie de salariés et la branche d'activité**

| Catégorie de salariés | Banques | Transports | Communi-cations | Autres | Toutes les branches |
|---|---|---|---|---|---|
| Plein temps | 141 747 | 188 001 | 155 316 | 38 853 | 523 917 |
| Temps partiel | 27 226 | 9 218 | 17 479 | 1 783 | 55 706 |
| Temporaire | 534 | 3 891 | 2 429 | 384 | 7 238 |
| Total | 169 507 | 201 110 | 175,224 | 41 020 | 586 861 |

## Salaires

En 1987, le salaire moyen estimatif des employés visés par la Loi était de 29 274 $. Le salaire moyen estimatif des employés à temps partiel s'établissait à 14 030 $ et celui des employés à temps plein à 31 047 $. Ce dernier était de 1 952 $ supérieur au salaire moyen de la population active canadienne travaillant à temps plein. On constate le même écart même lorsque sont prises en compte les différences dans les distributions selon le sexe et les catégories professionnelles.[2]

Le diagramme 2 montre la répartition de l'effectif selon la catégorie de salariés et selon l'échelle de rémunération. Plus de 50 p. 100 des salariés à temps plein touchaient entre 25 000 et 39 999 $, et plus de 60 p. 100 des salariés à temps partiel touchaient moins de 15 000 $.

Le tableau 3 montre les salaires moyens des employés à temps plein par branche d'activité. Le salaire moyen le moins élevé était de 27 210 $ dans le secteur bancaire et le plus élevé était de 34 200 $ dans les branches d'activité regroupées sous la catégorie Autres.

## Répartition selon la catégorie professionnelle

Le tableau 4 compare la répartition selon la catégorie professionnelle des salariés à temps plein et celle de la population active canadienne, par branche d'activité. Les quatre principales catégories professionnelles sont : Employés de bureau, Travailleurs manuels spécialisés, Cadres intermédiaires et autres cadres et Travailleurs qualifiés et artisans. Plus de 70 p. 100 de l'effectif visé entraient dans ces quatre catégories, qui ne totalisaient toutefois que 40,6 p. 100 de la population active canadienne.

Il a été constaté que la différence la plus marquée entre ces deux groupes de la population active, en ce qui concerne la répartition par catégorie professionnelle, se situait au niveau des employés de bureau et des travailleurs manuels spécialisés. En effet, plus de 25 p. 100 des employés à temps plein visés par la Loi étaient des employés de bureau, par rapport à seulement 17 p. 100 de la population active canadienne; environ 20 p. 100 étaient des travailleurs manuels spécialisés,

2 Statistique Canada, Recencement de 1986. Le dollar 1985 a été converti en dollar 1987 sur la base de l'indice des prix à la consommation.

**Tableau 1**
**Nombre d'employeurs et nombre moyen de salariés visés par la Loi, selon la branche d'activité**

| Branche d'activité | Nombre d'employeurs | Nombre moyen de salariés |
|---|---|---|
| Banques | 22 | 7 705 |
| Transports | 207 | 972 |
| Communications | 85 | 2 061 |
| Autres | 49 | 837 |
| Toutes les branches | 363 | 1 617 |

était très différente de la répartition des employeurs dans l'ensemble de l'économie canadienne.

## Population active visée par la Loi

Il ressort des 363 rapports des employeurs inclus dans l'analyse qu'en 1987, 586 861 employés permanents à temps plein, permanents à temps partiel et temporaires faisaient partie de la population active visée par la Loi sur l'équité en matière d'emploi. Ce chiffre représentait environ 50 p. 100 de l'effectif réglementé par le gouvernement fédéral. Environ 10 p. 100 de la main-d'oeuvre canadienne est sous juridiction fédérale. Le nombre des travailleurs visés par la Loi représentait environ 4,2 p. 100 de la main-d'oeuvre du pays.

## Catégories de salariés

Le tableau 2 montre la répartition de la population active par catégorie de salariés et selon la branche d'activité. Près de 90 p. 100 de la population active occupaient un emploi à temps plein, 9,5 p. 100, un emploi à temps partiel et seulement 1,2 p. 100 un emploi temporaire. La proportion des employés à temps plein visés par la Loi était près de 5 p. 100 supérieure à celle des employés à temps plein dans l'ensemble de la population active canadienne.[1]

## Répartition selon la branche d'activité

Le secteur des transports employait la plus grande proportion des actifs visés par la Loi, soit 34,3 p. 100. Les communications comptaient 29,9 p. 100 des emplois. Le secteur bancaire comptait 28,9 p. 100 des emplois à temps plein et près de 50 p. 100 de tous les emplois à temps partiel.

## Répartition géographique

Le diagramme 1 illustre la répartition régionale de l'effectif visé par la Loi qui se rapproche d'assez près de celle de l'ensemble de la population active canadienne globale. L'effectif visé était concentré dans les provinces de l'Ontario (42,4 p. 100) et du Québec (22 p. 100).

1 Ces données ne représentent pas le nombre exact d'emplois temporaires puisque les employeurs n'étaient pas tenus de déclarer leur effectif temporaire s'il représentait moins de 20 p. 100 de leur effectif global.

# 4

# Aperçu : la population active visée par la Loi

## Introduction

Cette section donne un aperçu des données recueillies auprès des employeurs en vertu de la Loi sur l'équité en matière d'emploi. Elle a pour objet d'élaborer un cadre de référence pour l'analyse de chacun des groupes désignés et porte sur l'ensemble de la population active visée par l'équité en matière d'emploi. Toutes les données ont été recueillies pour l'année 1987. Les autres sections du chapitre portent chacune sur un des groupes désignés.[1]

## Principaux résultats

Il a été constaté que la répartition de la population active visée par la Loi dans les catégories professionnelles était très différente de celle de l'ensemble de la population active canadienne. La proportion beaucoup plus élevée de travailleurs manuels spécialisés et d'employés de bureau tenait de la répartition sectorielle des employeurs visés par la Loi et de la grande concentration de l'emploi dans les secteurs des banques et des transports.

La croissance de l'emploi chez les employeurs régis par la Loi était très faible en 1987. Le nombre des emplois à temps plein a diminué légèrement, mais la hausse des emplois à temps partiel a été plus importante. Une fois de plus, cela s'explique en partie par des traits distinctifs propres à certains secteurs. Ainsi, les secteurs des banques, des transports et des communications font actuellement l'objet d'une importante restructuration.

### Répartition des employeurs par branche d'activité

Le tableau 1 montre la répartition par branche d'activité des employeurs visés par la Loi ainsi que le nombre moyen de leurs employés. Environ 90 p. 100 des employeurs se répartissaient en trois grands secteurs et cette forte concentration était très différente de la répartition des employeurs dans l'ensemble de l'économie canadienne.

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1 Pour plus de renseignements, voir l'annexe A, "Notes sur les données".

La Saskatchewan a le plus grand nombre d'élévateurs agréés représentant 27 p. 100 de la capacité totale d'entreposage, suivie de l'Alberta avec 23 p. 100 et de l'Ontario avec 19 p. 100.

Les élévateurs à grain commerciaux appartiennent à des coopératives de producteurs ou à des entreprises privées. Le dernier élévateur appartenant au gouvernement a été vendu en 1981. Même si, en 1987, il y avait 92 entreprises et particuliers autorisés à exploiter un élévateur, plus de la moitié de la capacité totale d'entreposage était détenue par seulement quatre organisations : le Saskatchewan Wheat Pool (22 p. 100 du total), l'Alberta Wheat Pool (12 p. 100), la United Grain Growers Ltd. (11 p. 100) et la Pioneer Grain Company (7 p. 100).

Au cours des 20 dernières années, le nombre d'élévateurs agréés a diminué de 64 p. 100 et la capacité d'entreposage de 21 p. 100. Cette baisse s'est surtout produite en Saskatchewan et en Alberta.

La nouvelle société ainsi constituée sera un des plus importants producteurs d'uranium au monde. Elle fournira 40 p. 100 de l'uranium produit au Canada et 14 p. 100 des approvisionnements du monde occidental.

Une autre société d'Etat, L'Energie atomique du Canada, Ltée (L'EACL), et quelque cent autres entreprises composent le reste de l'industrie nucléaire du Canada. L'EACL, connue pour ses réacteurs CANDU, employait 5 000 personnes et a généré des recettes de 4,5 milliards de dollars en 1987.

## Pétrole et gaz des régions pionnières

La recherche de nouvelles sources de pétrole et de gaz naturel s'est étendue depuis quelques années aux régions pionnières du Canada, dont le Yukon, les Territoires du Nord-Ouest, la baie d'Hudson et presque toutes les zones au large des côtes du pays. La réglementation en ce qui a trait à la découverte, à la mise en valeur et à la production de pétrole et de gaz naturel dans les régions pionnières du Canada relève de l'Administration du pétrole et du gaz des Terres du Canada (APGTC). Toutefois, des ententes portant sur la gestion conjointe des ressources pétrolières et gazières situées au large des côtes et le partage des recettes ont été signées récemment avec Terre-Neuve et la Nouvelle-Ecosse.

En 1986, aux périodes de pointe, environ 5 300 personnes occupaient des emplois reliés à l'industrie pétrolière dans les régions pionnières. Au cours de la même année, on a investi au total un milliard de dollars dans des activités d'exploration, de mise en valeur et de production reliées au pétrole et au gaz naturel, dont 98 p. 100 pour l'exploration. Ces dépenses ne représentent toutefois qu'environ la moitié de celles de 1985, situation qui est imputable à l'affaissement persistant du prix des produits pétroliers.

Les bas prix ont grandement limité la production de pétrole et de gaz naturel dans les terres pionnières jusqu'à maintenant. En 1986, la production s'est surtout limitée à l'exploitation du gisement de Norman Wells (partie continentale des Territoires), dont on a tiré 1,4 million de mètres cubes de pétrole. On en a aussi produit de faibles quantités à Amauligak, dans la mer de Beaufort, et à Bent Horn, dans les îles de l'Arctique. Pendant la même année, on a produit 205 millions de mètres cubes de gaz naturel à Pointed Mountain et 188 millions à Norman Wells, l'un et l'autre dans la partie continentale des Territoires.

## Meunerie

L'industrie canadienne de la meunerie regroupe les entreprises dont l'activité principale est de transformer le blé et d'autres grains de céréales en farine et en semoule et, dans une moindre mesure, de fabriquer des produits faits d'un mélange de céréales moulues. Des 47 minoteries au pays, 15 se trouvent dans l'Ouest du Canada où la capacité de mouture est en décroissance. Toutefois, la capacité de mouture s'accroît lentement mais de façon soutenue dans l'Est du pays, tendance qui s'explique par la fermeture graduelle de minoteries plus anciennes construites dans l'Ouest du pays au début du siècle pour desservir des marchés d'exportation aujourd'hui disparus. La part du Canada du commerce mondial de la farine qui se situe à environ 20 p. 100, il y a 20 ans, n'est plus que 8 p. 100 aujourd'hui.

La meunerie au Canada fournit de l'emploi à environ 3 000 personnes, dont 750 (ou 25 p. 100) dans l'Ouest du pays, principalement dans les provinces des Prairies et la ColombieBritannique. Depuis le début des années 1980, la plupart des minoteries canadiennes fonctionnent à environ 70 p. 100 de leur capacité théorique, mais demeurent rentables en général.

L'industrie de la meunerie est très réglementée. Toutes les minoteries doivent être licenciées par la Commission canadienne des grains, dont le mandat comprend en outre l'inspection du fonctionnement des installations. En raison de restrictions très serrées de l'importation de blé et de produits du blé, l'industrie fonctionne dans un marché essentiellement fermé.

## Elévateurs à grain commerciaux

Le réseau d'élévateurs à grain du Canada, qui occupe environ 6 300 personnes, comprenait, en date du 1er août 1987, 1 845 élévateurs commerciaux agréés ayant une capacité d'entreposage globale de 15,2 millions de tonnes.

intérieur brut se situe actuellement à environ 0,4 p. 100 et 25 000 personnes y trouvent de l'emploi. En 1986, il y avait 226 transporteurs de location, 39 transporteurs pour compte propre et 31 transporteurs de l'Etat, et les recettes d'exploitation atteignaient pour l'ensemble 2,2 milliards de dollars.

Les transporteurs canadiens naviguent principalement sur les eaux des Grands Lacs et du fleuve Saint-Laurent et sur les eaux côtières de l'Atlantique et du Pacifique. En 1987, les ports canadiens ont manutentionné 227 millions de tonnes pour le mouvement de marchandises international et 135 millions de tonnes pour le mouvement intérieur. Le tonnage transporté par des entreprises canadiennes représentait environ les deux tiers du tonnage transporté à l'intérieur du pays, mais moins d'un cinquième du tonnage international.

### Transport aérien

Depuis les débuts de l'aviation commerciale au Canada dans les années 1920, la croissance et l'évolution technologique des transports aériens ont été phénoménales. Aujourd'hui, les services aériens dominent totalement le marché du transport de voyageurs à long parcours. En 1987, les recettes d'exploitation des lignes aériennes canadiennes se sont élevées à un peu plus de 6,2 milliards de dollars, soit une augmentation de 110 p. 100 en chiffres absolus depuis 1971. Elles procurent de l'emploi à environ 55 000 personnes et contribuent pour 0,6 p. 100 au produit intérieur brut.

En 1987, les lignes aériennes ont fait 42 milliards de voyageurs-kilomètres au tarif unitaire plus 13 milliards en affrètement, ce dernier affichant une augmentation constante.

A l'heure actuelle, seulement trois lignes aériennes canadiennes offrent un service national à horaire fixe : Air Canada, la plus importante, avec 44 p. 100 de toutes les recettes d'exploitation des transporteurs aériens canadiens en 1987, Canadien International Ltée, qui suit de près avec 30 p. 100, et Wardair, loin derrière, avec 6 p. 100. Afin d'assurer des services d'apport à leurs réseaux principaux, tant Air Canada que Canadien International Ltée ont acheté des lignes aériennes régionales, ou bien acquis une part importante du capital-actions des sociétés qui les exploitent.

### Autocar interurbain

En 1986, il y avait 34 entreprises de transport interurbain de voyageurs par autocar. Ces entreprises ont fourni du travail à environ 3 400 personnes en 1987 et contribué pour 0,03 p. 100 au produit intérieur brut. Les recettes d'exploitation ont atteint 0,34 milliard de dollars en 1986, ce qui se compare à peu près à celles du transport interurbain par rail. Les trois principales entreprises sont, par ordre d'importance, Greyhound Lines of Canada Ltd., Les Entreprises Voyageur Ltée et Gray Coach Lines.

### Pipelines

Les oléoducs et gazoducs occupent aujourd'hui une place importante dans l'industrie canadienne du transport. Environ 43 entreprises emploient 7 200 personnes et contribuent pour 0,4 p. 100 au produit intérieur brut. Dans le secteur du gaz naturel, le chef de file est la Trans-Canada Pipelines Ltd., avec la moitié du volume transporté en 1987. Dans celui du pétrole, avec les deux tiers du volume transporté, la Interprovincial Pipe Line Ltd. occupe le premier rang.

## Autres

### Energie nucléaire

L'industrie nucléaire du Canada, constituée d'entreprises qui se consacrent à l'exploitation minière, à la recherche et à la production, est réglementée par la Commission de contrôle de l'énergie atomique (CCEA). Ces entreprises génèrent ensemble annuellement environ 4 milliards de dollars d'activité économique et emploient directement plus de 30 000 personnes. On estime que plus de 100 000 emplois dépendent de l'industrie de l'énergie nucléaire.

Le Canada est le principal producteur d'uranium au monde, l'extraction du minerai étant concentrée en Ontario et en Saskatchewan. Au début de 1988, on a annoncé qu'après être demeurée une société d'Etat durant presque 45 ans, Eldorado Nucléaire Ltée, la plus ancienne et la plus importante exploitation de gisements d'uranium en Amérique du Nord, fusionnera avec la société provinciale, la Saskatchewan Mining Development Corporation.

des cinq dernières années, quadruplant ses profits nets depuis 1982.

La disparition graduelle des frontières entre les télécommunications, la radiodiffusion, l'informatique et d'autres technologies stimule la création de produits et de services entièrement nouveaux. Aujourd'hui, le Canada est un chef de file dans les domaines de la technologie numérique, des communications par satellite, de la fibre optique, du vidéotex et des normes de téléinformatique.

La téléphonie cellulaire, nouvelle technologie dont les Canadiens sont les principaux pionniers, connaît un tel rythme de croissance que le nombre d'abonnés devrait plus que tripler en deux ans seulement, et que la vente de téléphones et les services devraient générer des recettes de 1,5 milliard de dollars.

La Société canadienne des postes et les entreprises de messageries emploient ensemble 100 000 personnes et ont affiché des recettes de 4 milliards de dollars en 1987. La Société, qui a 13 000 points de vente au pays, dont plus de la moitié sont exploités par le secteur privé, occupait 70 p. 100 de ces personnes et a généré 77 p. 100 des recettes (3,1 milliards de dollars). Toutefois, elle doit actuellement faire face à la concurrence croissante et généralisée des firmes privées de messageries.

## Transports

Comme les communications, les transports revêtent une importance extraordinaire au Canada car, pour des raisons d'ordre géographique et politique, ses dépenses dans ce domaine sont proportionnellement parmi les plus élevées de tous les pays industrialisés du monde. Le transport de fret et de voyageurs, public et de location, génère 4 p. 100 du produit intérieur brut et procure de l'emploi à environ 334 000 personnes, soit 2,5 p. 100 de la population active.

Il existe six modes publics de transport interurbain : camion, train, avion, bateau, autocar et pipeline.

### Camionnage

De tous les modes de transport, c'est le camionnage qui s'est rapidement installé en première place en termes de recettes d'exploitation (8,6 milliards de dollars en 1986), d'effectif (environ 112 000 emplois en 1987) et de contribution au produit intérieur brut (1,4 p. 100). En 1986, année pour laquelle on dispose des données les plus récentes, on a relevé environ 6 150 entreprises de location de camions et environ 25 000 camionneurs propriétaires ou copropriétaires dans le transport interurbain.

### Transport ferroviaire

Le transport ferroviaire occupe actuellement la première place pour ce qui est du transport de marchandises (évalué en tonnes kilométriques). Les chemins de fer procurent de l'emploi à environ 80 000 personnes et contribuent pour un peu moins de 0,9 p. 100 au produit intérieur brut. Les recettes d'exploitation ont atteint 7,6 milliards de dollars en 1986.

Les deux plus grandes sociétés ferroviaires canadiennes sont Canadien National (CN) et Canadian Pacific Rail (CP Rail), chacune ayant son propre réseau transcontinental. En 1986, le CN a réalisé 52 p. 100 des recettes du transport de marchandises et CP Rail 39 p. 100; la part de quelque 30 entreprises régionales était de 9 p. 100.

Le transport de voyageurs, pourtant naguère de grande importance, génère maintenant moins de 4 p. 100 des recettes d'exploitation des chemins de fer. Une autre société de la Couronne, VIA Rail Inc., a été créée en 1977 avec le mandat de revitaliser les services de trains voyageurs au Canada. A l'exception des services de banlieue, VIA Rail a charge de tous les services de trains voyageurs interurbains exploités auparavant par le CN et CP Rail. En 1986, VIA Rail a généré 81 p. 100 de toutes les recettes du transport ferroviaire de voyageurs au Canada.

### Transport par eau

Bien que le transport par eau demeure un moyen commode et relativement peu coûteux d'acheminer les marchandises, il subit un certain déclin depuis quelques années. Sa contribution au produit

l'augmentation des provisions, les profits s'élevaient à 2,9 milliards de dollars. Toutefois, jusqu'en 1986, les cinq plus grandes banques canadiennes se classaient parmi les dix entreprises les plus rentables au pays.

La branche d'activité bancaire est celle où le syndicalisme est le plus absent au Canada. Seulement 1 p. 100 des employés des banques sont syndiqués.

Les modifications de 1987 à la Loi sur les banques ont donné le signal de la première vague de déréglementation dans le secteur financier canadien. En permettant une association plus étroite entre des banques, des maisons de placement et des maisons de courtage en valeurs mobilières, ces modifications ont permis aux banques à charte de s'engager dans le domaine lucratif mais plein de risques de l'achat et de la vente de valeurs mobilières. En conséquence, la plupart des banques nationales ont fait l'acquisition des plus grandes maisons de courtage en valeurs mobilières. La concurrence dans les services financiers deviendra encore plus forte avec l'adoption de la Loi modifiant la Loi sur les compagnies de prêt et la Loi sur les compagnies fiduciaires, qui permettra aux compagnies de fiducie d'étendre leurs activités aux domaines des assurances, des services bancaires et des valeurs mobilières.

Afin d'éviter une répétition de la crise du milieu des années 80 où deux banques nationales ont fait faillite en un peu plus d'un an, un comité a été formé pour assurer qu'il y ait suffisamment de consultations et d'échanges d'information sur la question de la surveillance touchant à la solvabilité, sur le crédit fourni en dernier ressort et sur le risque d'avoir à payer de l'assurance-dépôts.

## Communications

Dans un pays où il y a six fuseaux horaires et où les grandes distances et les barrières géographiques isolent des petits groupes de population, les communications jouent un rôle essentiel. Le Canada a mis au point un système de télécommunications des plus perfectionnés qui contribue pour 2,9 p. 100 au produit intérieur brut.

Le secteur des communications comprend les sociétés d'exploitation des télécommunications, les entreprises de radiodiffusion et les entreprises de livraison postale ou de messageries. Ce sont les télécommunications qui se développent le plus rapidement, contribuant pour 74,4 p. 100 de l'apport du secteur au produit intérieur brut.

En 1986, le secteur canadien des communications employait 253 000 personnes, générant des recettes d'environ 12 milliards de dollars. Les sociétés d'exploitation des télécommunications sous réglementation fédérale comptaient 66,4 p. 100 des employés des télécommunications et leurs recettes représentaient 69,8 p. 100 de celles de l'ensemble du secteur. Parmi celles-ci, Bell Canada est de loin la plus importante, avec 73,5 p. 100 des employés et 76,5 p. 100 des recettes.

Traditionnellement, les compagnies de téléphone canadiennes ont conservé un monopole dans un domaine où la concurrence est pratiquement inexistante et où elles ont presque les coudées franches. Toutefois, cette situation semble évoluer. Les fonctionnaires fédéraux et provinciaux espèrent conclure cette année une entente sur un nouveau processus de réglementation des télécommunications et de nouvelles règles du jeu en matière de concurrence.

Outre qu'il est important sur le plan culturel et social, le système de radiodiffusion canadien l'est également par sa taille, avec un nombre global d'emplois de près de 44 000 en 1987. La société Radio-Canada n'a pas augmenté son effectif comme l'ont fait graduellement tous les autres radiodiffuseurs au cours des dix dernières années, mais elle demeure néanmoins le plus important employeur avec plus de 32 p. 100 des employés du secteur de la radiodiffusion. Les stations de radio et de télévision privées comptent respectivement 27 et 21 p. 100 des employés et les entreprises de câblodistribution, quelque 20 p. 100. Des 2,6 milliards de recettes de cette industrie en 1986, la télévision privée a généré la plus grande part, soit 38 p. 100, suivie par la câblodistribution (29 p. 100) et la radio privée (23 p. 100); Radio-Canada et les autres se partageaient les derniers 10 p. 100.

Toutes les entreprises de radiodiffusion ont été rentables, mais l'industrie de la câblodistribution s'est particulièrement bien développée au cours

# 3

# Profils des branches d'activité

Les employeurs qui doivent faire rapport sous la Loi sur l'équité en matière d'emploi ont été regroupés selon la *Classification type des industries : 1980* de Statistique Canada afin de permettre des analyses par branche d'activité. Les branches suivantes sont les plus importantes. Voir l'annexe A, "Notes sur les données", pour de plus amples informations.

## Le secteur bancaire

Le système bancaire canadien comprend 66 banques privées dont les opérations sont régies par la Loi sur les banques (1980). Au cours des 160 dernières années, il s'est transformé en un vaste réseau de 7 000 succursales réparties dans tout le pays et il contribue aujourd'hui pour 1,1 p. 100 au produit intérieur brut du Canada. Avec un actif de 486 milliards de dollars en 1987, le secteur bancaire, qui relève de la compétence fédérale du Bureau du Surintendant des institutions financières, constitue de loin le plus important des "quatre piliers" financiers du Canada. Les trois autres piliers sont les sociétés de fiducie, les compagnies d'assurances et l'industrie des valeurs mobilières, qui relèvent toutes de la compétence des provinces.

Des huit banques nationales (annexe A) et des 58 banques étrangères (annexe B) au Canada, six détiennent plus de 85 p. 100 de l'actif bancaire total et comptent pour près de 95 p. 100 du total des emplois dans cette branche d'activité (environ 170 000 en 1987). Ces six banques sont la Banque de commerce canadienne impériale, la Banque de Montréal, la Banque de Nouvelle-Ecosse, la Banque Toronto-Dominion, la Banque nationale et finalement la Banque Royale du Canada. La Banque Royale du Canada est la plus grande, son actif dépassant 102 milliards de dollars, et elle compte 42 800 employés, soit le quart de l'actif bancaire et des emplois de cette branche d'activité.

Même si le nombre d'emplois s'est accru d'environ 6 p. 100 de 1982 à 1987, le climat économique s'est modifié, ce qui a incité les banques à réduire leur effectif afin de rationaliser leurs activités et d'accroître les profits. Ces mesures d'économie ont été prises en partie en réaction à une perte globale de 610 millions de dollars déclarée par les grandes banques à charte (sauf la Toronto-Dominion) en 1987, la première fois dans l'histoire récente des banques où des profits n'ont pas été réalisés. Cette perte résultait de l'augmentation massive des provisions pour pertes sur les prêts de 25 milliards de dollars consentis par les banques à des pays du tiers monde en difficulté financière. Avant

**Tableau I**

**Mesures spéciales que les employeurs ont adoptées ou ont l'intention d'adopter, par branches d'activités**

| Mesures spéciales | Secteur bancaire | | Transports | | Communications | | Autres | |
|---|---|---|---|---|---|---|---|---|
| | FREQ | % | FREQ | % | FREQ | % | FREQ | % |
| Recrutement spécial | 6 | 37,5 | 13 | 18,6 | 12 | 42,9 | 8 | 32 |
| Formation et perfectionnement | 8 | 50,0 | 12 | 17,2 | 5 | 17,9 | 7 | 28 |
| Orientation professionnelle | 8 | 50,0 | 1 | 1,4 | 3 | 10,7 | 3 | 12 |
| Réaménagement des horaires de travail | 2 | 12,5 | 3 | 4,3 | 1 | 3,6 | 1 | 4 |
| Postes tremplins | 1 | 6,3 | 2 | 2,9 | 1 | 3,6 | 1 | 4 |
| Bourses d'études | 2 | 12,5 | 4 | 5,7 | 4 | 14,3 | 2 | 8 |
| Répertoires des membres des groupes désignés | 2 | 12,5 | 3 | 4,3 | 3 | 10,7 | 5 | 20 |
| Meilleur accès aux immeubles | 4 | 25,0 | 6 | 8,6 | 6 | 21,4 | 2 | 8 |
| Aides techniques | 2 | 12,5 | 2 | 2,9 | 4 | 14,3 | 0 | 0 |
| Redéfinition des tâches | 2 | 12,5 | 2 | 2,9 | 0 | – | 0 | 0 |
| Formation sur l'équité en matière d'emploi | 8 | 50,0 | 19 | 27,1 | 6 | 21,4 | 5 | 20 |
| Procédure de règlement de plaintes relatives à l'équité en matière d'emploi | 3 | 18,6 | 3 | 4,3 | 1 | 3,6 | 0 | 0 |

ont mentionné leurs diverses pratiques d'embauchage visant à augmenter la représentation des membres des groupes désignés.

Vingt-sept pour cent des employeurs ont déclaré avoir donné de la formation à tous les employés sur les questions d'équité en matière d'emploi. La troisième mesure spéciale la plus souvent mentionnée était la formation et le perfectionnement des membres des groupes désignés. Vingt-deux employeurs (15,83 p. 100) ont décrit leurs efforts dans ce domaine.

L'amélioration de l'accès aux immeubles a été mentionnée par 13 p. 100 de tous les employeurs qui ont présenté des sommaires. Ce pourcentage était plus élevé dans le secteur des communications, où 21 p. 100 des auteurs de sommaires signalaient avoir amélioré l'accès aux immeubles et avoir donné de la formation sur l'équité en matière d'emploi.

Les sommaires des banques traitaient de l'adoption de mesures spéciales presque deux fois plus souvent que ceux des autres branches d'activité. La moitié des banques qui ont présenté un rapport soulignaient l'orientation professionnelle, la formation et le perfectionnement et la formation sur l'équité en matière d'emploi. Les sommaires des banques décrivaient dans 37,5 p. 100 des cas des tentatives spéciales pour recruter des membres des groupes désignés.

Dans tous les secteurs d'activité sauf celui des transports, la mesure spéciale la plus souvent adoptée était le recrutement spécial. Les sommaires du secteur des transports mentionnaient un peu plus souvent que le recrutement spécial, la formation sur l'équité en matière d'emploi. En outre, 17 p. 100 des sommaires de ce secteur d'activité soulignaient la formation et le perfectionnement passés, actuels et futurs. Les sommaires de 20 p. 100 des autres employeurs sous réglementation fédérale mentionnaient l'utilisation de répertoires des membres des groupes désignés. Ces répertoires, qui peuvent être préparés à l'interne, fournissent à l'employeur une liste de candidats qualifiés dans les groupes désignés.

Outre qu'ils reconnaissent l'importance de renseigner leur personnel sur les questions d'équité en matière d'emploi, pas indispensable vers l'égalité au travail, les employeurs vont au-delà des mesures spéciales déjà discutées et lancent des projets comme le partage de postes, les programmes d'aide aux employés, les programmes d'emplois d'été destinés aux membres des groupes désignés, le réaménagement des horaires de travail, les programmes de bourses d'études et les aides techniques.

Les sommaires ont fourni aux employeurs une bonne occasion d'enrichir leur rapport statistique sur l'équité en matière d'emploi. Comme aucune structure n'était imposée pour la présentation des sommaires, les employeurs ont pu traiter d'une gamme variée de questions, bien que les thèmes se recoupaient. Les renseignements fournis dans les sommaires complétaient utilement les rapports sur l'équité en matière d'emploi.

### Restrictions imposées par les conventions collectives

> Notre effectif est fortement syndiqué, soit à peu près dans une proportion de 87 p. 100. De ce nombre, quelque 97 p. 100 sont protégés par des conventions collectives comptant des dispositions relatives à un bureau de placement syndical, c'est-à-dire que les syndicats ont un système de recrutement de la main-d'oeuvre qui laisse à l'employeur peu de contrôle réel sur l'embauche.
>
> Les pratiques d'emploi au sein de la fonction de l'installation sont principalement régies par les conventions collectives. Par conséquent, pour modifier les pratiques internes (de notre compagnie) de façon à lancer des projets dynamiques d'équité en matière d'emploi, il faudra négocier et collaborer avec les unités de négociation.

### Faible roulement du personnel

> En 1986-1987, le roulement de l'effectif a été de 3 p. 100, donc très faible généralement parlant; en conséquence, les objectifs fixés en matière d'embauchage dans un proche avenir peuvent être plus ou moins atteints. Toutefois, à la lumière de ce niveau de roulement, on a établi des directives d'embauchage pour les postes de premier échelon.
>
> On prévoit que le rythme du recrutement au cours des prochaines années restera très faible pour ces secteurs de notre activité, réduisant ainsi le rythme de changement possible de la composition de notre effectif.

Le processus d'auto-identification et les mesures spéciales figuraient également au nombre des préoccupations.

## Processus d'auto-identification

Cent trois sommaires (74,1 p. 100) mentionnaient le processus d'auto-identification. Les employeurs ont connu certains problèmes sur ce point, peut-être parce que, jusqu'à cette année où la Loi sur l'équité en matière d'emploi leur imposait ce premier rapport, beaucoup n'avaient jamais mené d'enquête d'auto-identification.

Dans ses directives sur les rapports, Emploi et Immigration Canada demandait de recueillir des données sur les membres des groupes désignés (les femmes, les personnes handicapées, les autochtones et les membres des minorités visibles). A l'aide d'une enquête, d'un questionnaire ou d'entrevues personnelles (les employeurs avaient le choix), chaque organisation devait obtenir que les employés acceptent d'être reconnus ou de se faire reconnaître comme étant, selon les définitions données dans le Règlement sur l'équité en matière d'emploi, autochtones, personnes handicapées ou membres d'une minorité visible.

De nombreux employeurs ont signalé un taux de réponse assez élevé de la part de leurs employés à une enquête d'auto-identification. Sur les 30 p. 100 d'employeurs qui ont indiqué avoir eu de la difficulté à mener leur enquête, la plus grande partie provenait du secteur des transports. Quatre employeurs de ce secteur ont mentionné avoir eu des problèmes administratifs et huit ont signalé avoir obtenu des réactions négatives de la part de leurs employés. Dix-neuf employeurs ont affirmé qu'à leur avis, certains membres des groupes désignés ne s'étaient pas reconnus adéquatement selon les directives données. Certains de ces problèmes ont été mentionnés par des employeurs d'autres secteurs d'activité, mais moins fréquemment.

## Mesures spéciales

Un programme d'équité en matière d'emploi comprend non seulement l'enlèvement des barrières, mais aussi l'instauration de mesures spéciales par les employeurs pour corriger les effets ou les conséquences de pratiques d'emploi discriminatoires utilisées par le passé. Ces correctifs, qui font habituellement partie intégrante d'un plan d'équité en matière d'emploi, accélèrent l'accroissement de la proportion des groupes désignés dans l'ensemble des catégories professionnelles et à tous les niveaux d'activité.

Les mesures spéciales qui sont prises pour constituer rapidement un effectif équilibré et représentatif peuvent également profiter aux travailleurs qui ne font pas partie des groupes désignés. Par exemple, la garderie en milieu de travail et l'horaire de travail flexible avaient peut-être été conçus à l'origine comme des mesures spéciales destinées à un groupe particulier, mais elles peuvent profiter à tous les employés.

A l'échelle nationale, les efforts particuliers de recrutement constituaient la mesure spéciale la plus souvent mentionnée dans les sommaires des employeurs. Trente-neuf employeurs (28,05 p. 100)

## Les aspects positifs

Soixante-dix-neuf employeurs (soit plus de la moitié de ceux qui ont présenté un sommaire) étaient favorables au concept de l'équité en matière d'emploi et ont indiqué dans quelle mesure ils avaient réussi à lancer leur programme. Voici quelques passages extraits des sommaires :

> Le droit à l'égalité d'accès à l'emploi constitue la pierre angulaire des droits de la personne au Canada. Ce principe nous permet de rester concurrentiels sur le marché tout en prenant de l'expansion et en nous dotant du meilleur effectif possible.
>
> Au début, nous ne nous occupions peu ou pas du tout d'avoir un plan officiel d'équité en matière d'emploi ou d'embaucher des membres de certains groupes. Nous embauchions simplement les candidats expérimentés. Nous avons eu la chance que plusieurs femmes pilotes qualifiées postulent un emploi et nous en avons finalement embauché sept. Cette décision de notre compagnie a attiré d'autres femmes pilotes qui se sont montrées enthousiasmées par nos méthodes d'embauchage et qui se sont dites intéressées à se joindre à nous. Ce succès inattendu a sensibilisé la direction de la compagnie aux possibilités d'un programme d'équité en matière d'emploi. La Loi a créé le climat nécessaire pour officialiser nos méthodes d'embauchage et a poussé la compagnie à examiner l'ensemble de ses pratiques d'emploi et de son rendement dans ce domaine.
>
> Même si nous sommes conscients des nombreux défis qui nous attendent, nous nous attaquons à la tâche avec confiance. Les principes de l'équité en matière d'emploi sont maintenant largement acceptés comme étant non seulement justes, mais aussi comme pouvant nous aider à mieux gérer nos ressources humaines et apporter à la Corporation la réserve de talents diversifiés dont elle a besoin pour répondre aux défis du nouveau milieu des affaires.
>
> Pour nous, l'équité en matière d'emploi n'est pas simplement une politique, c'est un mode de fonctionnement. Nous tenons à constituer un effectif compétent et équilibré et à lui donner des chances en fonction du mérite. L'équité en matière d'emploi permet de donner un service efficace et s'accorde avec le sens des affaires.

## Défis

Même si la plupart des employeurs ont déclaré avoir eu au moins un certain degré de succès avec leur programme d'équité en matière d'emploi, ils ont aussi éprouvé des difficultés. Les problèmes les plus souvent mentionnés étaient les suivants :

- nombre insuffisant de candidats provenant des groupes désignés;
- compression des effectifs;
- restrictions imposées par les conventions collectives;
- faible roulement du personnel.

Les extraits suivants des sommaires font ressortir les préoccupations signalées par certains employeurs :

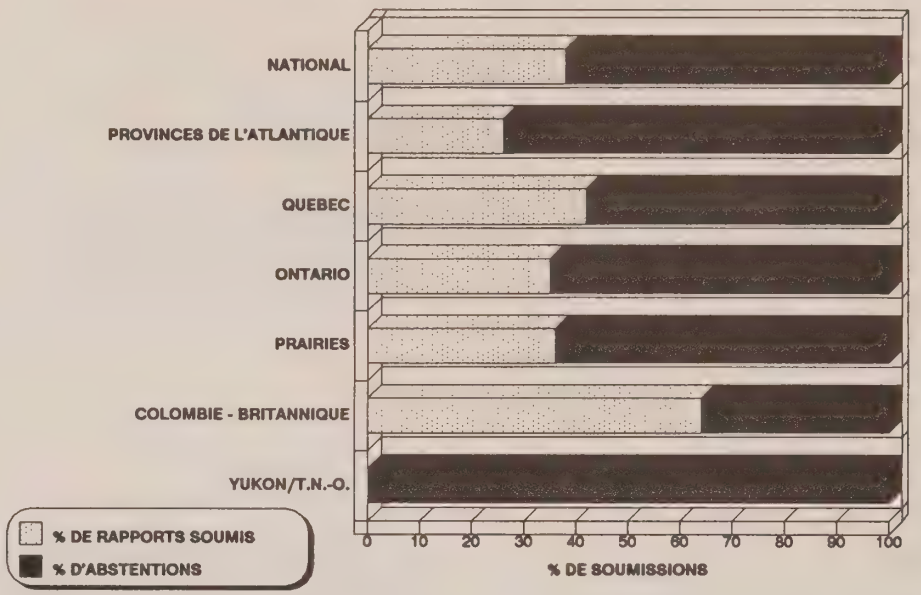
### Nombre insuffisant de candidats provenant des groupes désignés

> Notre compagnie cherche des personnes avec des qualifications poussées et très spécifiques. Nous avons constaté l'extrême difficulté de trouver des personnes répondant à nos exigences au sein des groupes cibles.
>
> Les femmes ne sont pas attirées par le travail sur un remorqueur ou sur un chantier naval pour un certain nombre de raisons, parmi lesquelles :
>
> – la vie sur un remorqueur côtier oblige à vivre en mer deux semaines par mois, dans un espace restreint et avec un petit équipage;
>
> – le travail sur un chantier naval est souvent très désagréable parce que particulièrement sale, exigeant physiquement et exécuté dans des espaces restreints.

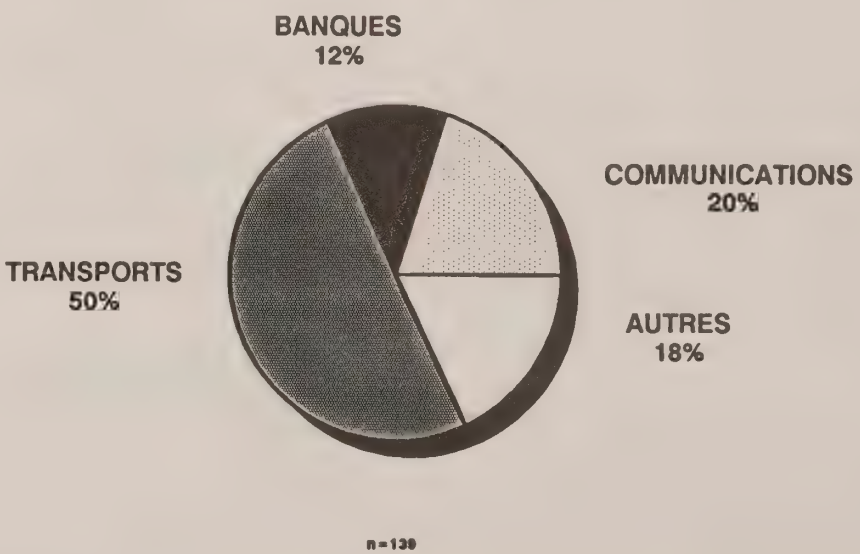
### Compression des effectifs

> Depuis 1982, les possibilités d'emploi à l'intérieur de la compagnie et les possibilités de recrutement à l'extérieur ont été très restreintes par des conditions économiques et opérationnelles qui ont entraîné des surplus assez considérables de personnel. Au cours des six dernières années, la compagnie a déployé beaucoup d'efforts pour comprimer l'effectif, y compris un gel de l'embauchage et la mise sur pied de programmes de primes de retraite, afin d'équilibrer l'effectif à un niveau approprié sans avoir à mettre à pied des employés réguliers. A cette fin, la compagnie recycle les employés actuels et leur donne de nouvelles affectations. Au cours de ces six années, le recrutement à l'extérieur a été extrêmement restreint, se limitant à l'apport de compétences techniques qui manquaient au sein de la compagnie. Par conséquent, nous n'avons pas pu modifier de façon significative la composition de notre effectif aussi rapidement que nous l'aurions voulu.

## DIAGRAMME 1: REPARTITION DES SOMMAIRES PAR REGION




## DIAGRAMME 2: REPARTITION DES SOMMAIRES PAR BRANCHE D'ACTIVITE




n = 130

# 2

# Sommaires des employeurs

## Introduction

Lors de l'élaboration des directives relatives aux rapports sur l'équité en matière d'emploi, de nombreux employeurs ont manifesté le désir de préciser ou de compléter les renseignements qu'ils devaient fournir dans leur rapport statistique, les formulaires n'offrant pas assez d'espace pour le faire. Ainsi a été offert aux employeurs le choix de présenter, pour compléter leur rapport, des sommaires d'au plus quatre pages.

La présente section se fonde sur ces sommaires. Il convient de noter que tous ces sommaires ont été préparés par les employeurs eux-mêmes; ils y font part de leur expérience et de leurs conclusions. On ne peut faire de généralisations à partir de leurs observations parce que seulement 139 entreprises (38 p. 100 de tous les employeurs tenus par la Loi de présenter un rapport) y ont joint un sommaire et qu'elles ne traitaient pas toutes des mêmes sujets et questions.

Les sommaires traitent d'une vaste gamme de questions et de sujets, dont les suivants :

- les politiques et les pratiques actuelles de l'organisation, de même que l'approche choisie pour instaurer l'équité en matière d'emploi;
- les avantages qui découlent de la mise en oeuvre d'un programme d'équité en matière d'emploi;
- les défis que doit relever l'organisation pour réaliser l'équité en matière d'emploi;
- la répartition des membres des groupes désignés au sein de l'organisation, par rapport aux données de Statistique Canada;
- les relations patronales-syndicales;
- les mesures et les projets spéciaux en cours ou projetés;
- les observations sur le processus d'auto-identification;
- les précisions sur les données statistiques;
- les méthodes de collecte de données en vue du rapport.

Dans leur sommaire, les employeurs ont signalé les aspects positifs et négatifs de la première année d'expérience.

## Que nous réserve l'avenir?

Il est prévu dans la Loi sur l'équité en matière d'emploi que les dispositions et l'application de cette dernière feront l'objet d'une révision par un comité parlementaire en 1991. D'ici là, le gouvernement s'attend à ce que les sociétés d'État et les entreprises sous réglementation fédérale prennent des mesures innovatrices en vue de réaliser l'égalité en milieu de travail. Le gouvernement continuera de mettre en évidence les résultats obtenus et d'insister sur une communication ouverte à mesure que tous les participants acquerront de l'expérience en ce qui a trait au programme. Le présent rapport vise à favoriser ce processus.

canadienne des droits de la personne a accès à l'information sur la situation des groupes désignés dans chacune des entreprises. Cela lui permet de déterminer si une intervention de sa part est justifiée, sans avoir à attendre qu'une personne dépose une plainte précise.

Finalement, puisque le public pourra consulter le rapport de chaque employeur, la surveillance qui sera ainsi exercée devrait contribuer considérablement à inciter les employeurs à procéder à une planification et une mise en oeuvre efficaces de mesures d'équité en matière d'emploi.

## Contexte actuel

La Loi sur l'équité en matière d'emploi ne fait pas cavalier seul : plusieurs provinces ont maintenant mis en oeuvre des programmes obligatoires d'équité salariale pour les femmes dans les secteurs privé et public, ou envisagent de le faire. D'autres ont également instauré des programmes d'équité en matière d'emploi dans l'administration publique, dans les sociétés d'État ainsi que dans les établissements publics tels que les commissions scolaires et les hôpitaux. D'autres encore envisagent de mettre en oeuvre, si ce n'est déjà fait, des programmes qui obligeraient les entreprises qui concluent des marchés avec l'État à mettre en oeuvre un plan d'équité en matière d'emploi au profit de groupes particuliers.

En outre, en 1986, le gouvernement fédéral a établi un autre programme, celui-là non légiféré. En vertu du Programme de contrats fédéraux, tout employeur ayant un effectif d'au moins 100 salariés et qui soumissionne des marchés fédéraux de biens et de services d'une valeur de 200 000 $ ou plus, doit signer une attestation par laquelle il s'engage à mettre en oeuvre l'équité en matière d'emploi. En septembre 1988, près de 1 121 entreprises avaient signé une attestation d'engagement; parmi celles-ci, 560 sociétés ont obtenu des marchés du gouvernement fédéral depuis la mise en oeuvre du programme et donc font l'objet d'une vérification de conformité. On estime qu'au cours de la prochaine année, environ 1 500 entreprises se seront engagées par écrit à mettre en oeuvre l'équité en matière d'emploi.

D'autres mesures ont été prises pour améliorer la situation des groupes désignés : tous les gouvernements provinciaux et territoriaux ont nommé des ministres responsables de la condition féminine qui, dans certains cas, sont également chargés des programmes d'action positive, d'équité en matière d'emploi et d'équité salariale. Douze des treize gouvernements ont en outre créé des conseils consultatifs distincts pour effectuer des recherches indépendantes, donner des avis et attirer l'attention du public et de l'administration sur les questions qui préoccupent les femmes. Certains gouvernements mettent en place des bureaux et des organismes consultatifs semblables pour d'autres groupes, notamment des directions chargées des affaires autochtones, des affaires des personnes handicapées et des relations interraciales.

Le Groupe de la planification et de l'emploi, administré par la Commission canadienne de l'emploi et de l'immigration, offre plusieurs programmes de formation théorique et pratique. Plusieurs d'entre eux sont spécialement conçus pour les membres des quatre groupes désignés.

## Administration de la Loi sur l'équité en matière d'emploi

La Direction générale de l'équité en matière d'emploi de la Commission de l'emploi et de l'immigration du Canada est chargée de l'administration de la Loi sur l'équité en matière d'emploi. Dans les faits, cela suppose l'administration des deux programmes, le Programme légiféré d'équité en matière d'emploi et le Programme de contrats fédéraux.

Dans l'exercice de son mandat, la Direction générale fournit également des lignes directrices fonctionnelles et des avis à des experts-conseils en équité en matière d'emploi répartis dans les bureaux régionaux d'Emploi et Immigration Canada, des conseils et une aide technique aux employeurs sur la planification de l'équité en matière d'emploi, ainsi qu'un soutien technique, notamment des renseignements détaillés sur le marché du travail et les professions pour chacun des groupes désignés, adaptés aux besoins des employeurs et de leur branche d'activité. En outre, la Direction générale doit assurer une consultation permanente de toutes les parties intéressées touchant la politique d'équité en matière d'emploi.

de la personne c. la Compagnie des chemins de fer nationaux du Canada).

La troisième prémisse de la Loi réside dans le concept des "mesures raisonnables d'adaptation" selon lequel les employeurs sont tenus de reconnaître les différences légitimes entre les groupes de personnes et de prendre des mesures raisonnables pour tenir compte de ces différences. Par exemple, une mesure raisonnable d'adaptation pourrait être l'utilisation d'équipement spécial pour répondre aux besoins du travailleur physiquement handicapé, une organisation du travail qui tienne compte des responsabilités parentales ou un changement dans les attitudes, au sein d'une administration, assurant le respect des traditions et des événements culturels des autochtones et des autres groupes minoritaires.

## Modalités d'application de la Loi sur l'équité en matière d'emploi

Les employeurs sous réglementation fédérale et les sociétés d'Etat comptant 100 salariés et plus sont tenus de planifier et mettre en oeuvre un programme d'équité en matière d'emploi et de présenter un rapport sur les résultats obtenus.

Suivant la Loi, les employeurs doivent :

- Déterminer et supprimer les règles et usages en matière d'emploi qui, dans leur organisation, sont discriminatoires à l'égard des membres des quatre groupes désignés;
- Instaurer des règles et usages positifs pour que le nombre de membres des groupes désignés soit au moins proportionnel à leur représentation dans la population active ou "dans les secteurs de la population active susceptibles d'être distingués en fonction de critères de compétence, d'admissibilité ou d'ordre géographique".

La Loi oblige les employeurs à consulter les représentants des employés ou, lorsque ceux-ci sont syndiqués, les représentants officiels de leur syndicat; par cette disposition, on reconnaît que, pour assurer le succès d'un programme d'équité en matière d'emploi, il est essentiel de consulter les employés. Chaque employeur doit déposer un rapport annuel auprès du ministre de l'Emploi et de l'Immigration; ce rapport doit indiquer la répartition des membres des groupes désignés dans l'entreprise, selon la catégorie professionnelle, les échelles de rémunération, la situation d'emploi, c'est-à-dire temps plein, temps partiel ou temporaire, et selon le nombre de recrutements, d'avancements et de cessations de fonctions.

Les employeurs sont d'avis que les éléments suivants sont d'une importance capitale pour le succès de la réalisation de l'équité en matière d'emploi :

- Engagement de la part des cadres supérieurs;
- Attribution aux gestionnaires des pouvoirs et ressources nécessaires pour assurer la direction et la coordination;
- Intéressement des employés par la consultation et la participation au processus de planification;
- Analyse des pratiques actuelles d'emploi en vue de déterminer où et pourquoi surgissent les obstacles à l'emploi et aux avantages;
- Plan d'action pour réaliser l'équité en matière d'emploi assorti d'objectifs et d'échéanciers;
- Stratégie de communication visant à informer tous les membres de l'organisation et à les préparer au changement;
- Mécanismes de rétroaction permettant de déceler les problèmes;
- Suivi.

On considère qu'un plan d'équité en matière d'emploi est l'expression concrète de l'engagement qu'un employeur prend en vue de constituer un effectif représentatif à tous les niveaux de son organisation dans un délai raisonnable.

## Conformité

La force de la Loi réside dans l'article 7 qui stipule que les employeurs qui ne respectent pas l'obligation de déposer un rapport sont passibles d'une amende maximale de 50 000 $.

Il existe une relation complémentaire entre la Loi sur l'équité en matière d'emploi et la Loi canadienne sur les droits de la personne parce que maintenant, pour la première fois, la Commission

personnes ayant un handicap physique. A l'échelon régional, lorsque les circonstances le dictaient, un quatrième groupe pouvait être désigné, tel celui des noirs en Nouvelle-Écosse, par exemple. L'autre était d'offrir les mêmes chances aux femmes travaillant pour les sociétés d'État et pour les entrepreneurs faisant affaire avec le gouvernement fédéral.

En 1980, des programmes pilotes d'action positive ont été mis en oeuvre dans trois ministères fédéraux. En 1983, cette initiative s'est étendue à l'ensemble des ministères.

En 1984, en dépit des efforts considérables déployés par Emploi et Immigration Canada pour promouvoir l'action positive dans le cadre du programme volontaire, il était évident que le gouvernement n'obtenait qu'un succès mitigé. Ce constat fut corroboré par plusieurs rapports de commissions royales d'enquête et de commissions parlementaires, ainsi que par des rapports reçus de groupes d'intérêt; il ressortait de la plupart de ces documents que des programmes obligatoires étaient nécessaires si l'on voulait véritablement réaliser des changements.

Le juge Abella écrivait dans le rapport de la Commission royale d'enquête, *Égalité en matière d'emploi*, à la page 282 : "Ce n'est pas que les membres des groupes cibles ne sont pas intrinsèquement capables de parvenir à l'égalité par leurs propres moyens, mais que les obstacles sociaux et autres qui entravent leur route sont si considérables et si ancrés qu'il est impossible de les surmonter sans une intervention. Attendre et espérer que les obstacles disparaissent avec le temps serait faire preuve d'impassibilité et d'une inconscience impardonnable. L'égalité en matière d'emploi ne deviendra réalité que si nous mettons tout en oeuvre pour y parvenir."

## La Loi

La Loi sur l'équité en matière d'emploi repose sur trois prémisses principales. La première s'explique d'elle-même : dans le but de réaliser l'égalité en milieu de travail, nul ne doit se voir refuser d'avantages ou de chances en matière d'emploi pour des motifs étrangers à sa compétence.

La deuxième part du principe que des mesures spéciales sont nécessaires pour assurer l'égalité aux membres des quatre groupes désignés. Ces mesures spéciales sont des stratégies destinées à améliorer la situation de l'emploi de groupes particuliers en un court laps de temps, qui permettent d'atteindre ordinairement le but fixé plus rapidement qu'avec une planification plus passive de l'équité en matière d'emploi. Des stratégies de recrutement et de formation, par exemple, peuvent être conçues dans le but précis d'accroître la représentation des groupes désignés dans une catégorie d'emploi particulière.

Selon certains, cette façon de faire pose un problème : c'est un remède qui semble avoir pour seul effet de transférer des avantages existants, d'un segment de la population à un autre -- le mouvement du pendule. Cependant, les Canadiens reconnaissent depuis longtemps, qu'en certains cas, on peut mieux rendre justice à des particuliers en prévoyant des mesures spéciales pour des groupes. Les mesures d'adaptation et la reconnaissance des droits et des caractéristiques des groupes étaient le fondement des dispositions visant la protection de la langue et de la religion dans l'Acte de l'Amérique du Nord britannique. Les anciens combattants des deux guerres mondiales ont bénéficié de services de réadaptation et de formation ainsi que d'un traitement préférentiel quant à l'embauchage dans la fonction publique fédérale. En outre, cette dernière a poursuivi, pendant au moins une décennie, un programme spécial d'emploi à l'intention des Canadiens francophones, comme l'avaient recommandé les auteurs du rapport de la Commission d'enquête sur le bilinguisme et le biculturalisme en 1969.

Les tribunaux canadiens et les lois sur les droits de la personne reconnaissent la validité fondamentale de mesures prises expressément dans le but de prévenir l'inégalité en certaines circonstances, notamment dans les situations où les obstacles à l'égalité résultent d'une discrimination "systémique" non intentionnelle. Dans une décision rendue le 25 juin 1987, la Cour suprême du Canada a approuvé l'utilisation de plans d'équité en matière d'emploi comportant des objectifs quantitatifs et des échéanciers pour corriger la discrimination flagrante à l'égard de groupes (Action Travail des Femmes et la Commission canadienne des droits

religieuse en matière d'emploi et des lois imposant un salaire égal pour les hommes et les femmes. En 1960, la première Déclaration canadienne des droits a été adoptée. Inspirés par la vague de changements survenus durant cette décennie, les Canadiens ont commencé à étudier plus à fond le concept global des droits de la personne. Vers 1975, chacune des provinces avait formé une commission des droits de la personne en vue de prohiber la discrimination ouverte, d'éliminer "l'intention" de discriminer (facteur difficile à saisir et à déterminer) et d'assurer un traitement égal à tous. Une pratique de "discrimination systémique" se dessinait alors de façon de plus en plus nette. Des personnes se voyaient refuser de l'emploi, non pas faute de compétences, mais à cause de systèmes de gestion du personnel fondés sur des stéréotypes ou des traditions surannés et parfois partiaux.

On supposait, par exemple, que les femmes n'avaient pas les compétences ou la capacité physique nécessaires pour exercer la plupart des métiers de col bleu. On laissait souvent de côté les personnes handicapées car on croyait qu'elles ne pourraient pas accomplir leurs tâches de façon appropriée. C'est à cause de suppositions générales ou de préjugés de ce genre que des personnes se voyaient refuser leurs pleins droits de citoyens canadiens. Les obstacles à l'égalité résidaient dans ces préjugés qui faisaient partie intégrante des pratiques d'emploi reçues.

## Des approches différentes

A mesure que s'intensifiaient les pressions pour amener des changements, il s'est avéré qu'il ne suffisait pas de légiférer pour imposer le principe de l'égalité, car la discrimination systémique avait trop profondément pénétré les milieux de travail. Des mesures spéciales s'imposaient donc pour faire en sorte que les aptitudes et compétences des membres des groupes désignés soient reconnues.

Au cours des années 1970 et 1980, plusieurs gouvernements, aux trois paliers, ont mis en oeuvre des programmes s'adressant plus particulièrement aux minorités et aux groupes spéciaux. Ainsi, le Programme d'égalité des chances d'emploi a été mis sur pied à l'intention des femmes travaillant dans la fonction publique fédérale. De même, le Manitoba, la Saskatchewan, le Québec, l'Ontario et des organismes municipaux comme le Conseil municipal de Toronto ont adopté des politiques et des programmes d'emploi spéciaux au profit des autochtones, des personnes handicapées, des femmes et des membres des minorités visibles. C'est également au cours de cette période que le mouvement des femmes et le mouvement naissant en faveur de l'autonomie gouvernementale des autochtones ont commencé à prendre leur essor.

En 1970, la Commission royale d'enquête sur la situation de la femme au Canada a présenté au gouvernement fédéral 167 recommandations visant à obtenir pour les femmes les mêmes chances que détenaient les hommes et ce, dans tous les secteurs de la société canadienne. Huit ans plus tard, le Parlement promulguait la Loi canadienne sur les droits de la personne afin de prévenir, dans les domaines de compétence fédérale, toute distinction fondée sur la race, l'origine nationale ou ethnique, la couleur, la religion, l'âge, le sexe, l'état matrimonial, l'état de personne graciée, ainsi que toute pratique d'emploi discriminatoire fondée sur un handicap physique.

## Progrès réalisés

Tenant compte des pressions grandissantes exercées par les groupes désavantagés et par l'opinion qui avait suivi l'évolution des attitudes sociales, le gouvernement fédéral a expressément instauré des politiques et lancé des programmes visant à améliorer la situation de l'emploi des femmes, des membres des minorités visibles, des personnes handicapées et des autochtones, dont un des premiers était le programme d'action positive volontaire à l'intention des entreprises privées, mis sur pied par suite d'une décision du Cabinet en 1975. En 1976, ce programme s'est plus particulièrement adressé aux entreprises faisant affaire avec le gouvernement fédéral ainsi qu'aux sociétés d'État. L'ensemble des programmes a été confié à Emploi et Immigration Canada en 1978.

Le programme visait deux objectifs. L'un consistait à persuader les employeurs, ainsi que les représentants des syndicats et des associations professionnelles, à modifier les politiques et les pratiques d'emploi qui entravaient l'intégration et l'avancement des femmes, des autochtones et des

# 1

# Équité en matière d'emploi : la première année

La proclamation de la Loi sur l'équité en matière d'emploi, le 13 août 1986, a entraîné la mise en oeuvre du Programme légiféré d'équité en matière d'emploi au pays.

L'objet explicite de cette Loi était de réaliser l'égalité dans le milieu de travail en faisant des compétences l'unique critère d'accès à l'emploi, à l'avancement et aux avantages qui en découlent. On visait également à supprimer les obstacles auxquels font face actuellement quatre groupes désignés, soit les femmes, les autochtones, les personnes handicapées et les personnes que leur race ou leur couleur place parmi les minorités visibles au Canada.

Ce premier chapitre traite brièvement de l'historique de la Loi, du contexte de sa mise en vigueur et des questions qu'elle vise. La première année a été une période de mise en place et d'essai, consacrée à la recherche de solutions innovatrices à des questions épineuses et de méthodes toujours plus justes d'application de la Loi. Des représentants de toutes les sphères de la société canadienne ont également été rencontrés : associations d'employeurs et associations d'employés, syndicats, groupes de femmes, organismes de personnes handicapées ou représentant celles-ci, groupes de minorités visibles, comités d'autochtones, organismes et ministères fédéraux, provinciaux et municipaux, représentants des médias, du monde de l'enseignement et du grand public.

Les discussions ont porté sur le concept d'équité en matière d'emploi, tel qu'il est défini au Canada, et sur son application. Puisque la question touche non seulement les membres des quatre groupes désignés, mais tous les Canadiens, il y a eu accord et désaccord comme on devait s'y attendre.

## Le chemin parcouru

L'histoire du Canada démontre que de nombreux groupes distincts réclament depuis longtemps l'équité en matière d'emploi et les mêmes chances d'accéder aux débouchés. La réponse qui y a été donnée était influencée par les mouvements de réforme sociale, les tendances de la société, les décisions juridiques, les accords internationaux, les pressions économiques, les changements survenus dans la composition de la population active ainsi que par l'expérience vécue dans d'autres pays.

Durant les années 1950 et 1960, la plupart des provinces canadiennes ont adopté des mesures législatives interdisant la discrimination raciale et

- Les salariées à temps plein touchaient 70 p. 100 du salaire moyen des hommes de la même catégorie.
- Les salariées à temps plein touchaient 70 p. 100 du salaire moyen des hommes de la même catégorie.
- En 1987, les femmes ont obtenu 35 912 promotions, soit 53 p. 100 de toutes les promotions des travailleurs visés par la Loi.
- Plus de 50 p. 100 de toutes les femmes occupaient des emplois de bureau. En outre, elles détenaient une plus grande proportion des emplois de bureau que l'ensemble des femmes qui se trouvaient alors sur le marché du travail canadien.

## Les autochtones

- En 1987, le degré de représentation des autochtones était moindre dans l'effectif visé par la Loi sur l'équité en matière d'emploi (0,7 p. 100) que dans l'ensemble de la population active du Canada (2,1 p. 100).
- Le salaire moyen des autochtones était moins élevé que le salaire moyen des travailleurs visés par la Loi.
- Chez les travailleurs visés par la Loi, les deux tiers des femmes autochtones touchaient moins de 25 000 $.
- On retrouvait une forte concentration d'autochtones actifs visés par la Loi dans les catégories Contremaîtres, Travailleurs manuels spécialisés et Autres travailleurs manuels. La proportion d'autochtones était inférieure dans les catégories Cadres intermédiaires et autres cadres, Professionnels et Semi-professionnels et techniciens.
- Les données sur le recrutement et la cessation d'emploi indiquent que le nombre d'autochtones actifs visés par la Loi n'a pas changé sensiblement en 1987.

## Les personnes handicapées

- En 1987, les personnes handicapées étaient sous-représentées chez les travailleurs visés par la Loi sur l'équité en matière d'emploi. Leur taux de représentation dans ce groupe (1,6 p. 100) équivalait au tiers environ de leur représentation dans la population active canadienne.
- Le salaire moyen de l'ensemble des hommes handicapés était presque égal à celui des hommes visés par la Loi. Cependant, les femmes handicapées ont touché environ 4 p. 100 de moins que les femmes visées par la Loi.
- Plus de la moitié des hommes handicapés occupaient un emploi dans les catégories Travailleurs manuels spécialisés, Travailleurs qualifiés et artisans et Cadres intermédiaires et autres cadres. Les deux tiers des femmes handicapées occupaient des emplois de bureau, soit une proportion légèrement plus élevée que celle de l'ensemble des femmes dans l'effectif visé par la Loi.

## Les membres des minorités visibles

- Les membres des minorités visibles représentaient près de 6 p. 100 des travailleurs visés par la Loi sur l'équité en matière d'emploi, soit un taux qui se situe tout près des 6,3 p. 100 qu'ils constituaient dans la population active canadienne.
- Le salaire moyen de l'ensemble des membres des minorités visibles représentait 93 p. 100 de celui de l'ensemble des travailleurs visés par la Loi. Les femmes appartenant à des minorités visibles touchaient 99,9 p. 100 du salaire moyen des femmes visées par la Loi, tandis que pour les hommes, ce taux était 96,1 p. 100.
- Par rapport à l'ensemble des travailleurs visés par la Loi, les membres des minorités visibles se retrouvaient en plus grand nombre dans le secteur bancaire en Ontario et dans le secteur des communications au Québec.
- On peut conclure, en s'appuyant sur les données déclarées, que les résultats nets en matière de recrutement et de cessation d'emploi ont été positifs et que le nombre des membres de ce groupe s'est accru de près de 5 p. 100 en 1987.

# Points saillants

La Loi sur l'équité en matière d'emploi a été proclamée en août 1986. En vertu de cette Loi les employeurs sous réglementation fédérale qui comptent 100 employés ou plus sont tenus de mettre en oeuvre l'équité en matière d'emploi et de soumettre un rapport annuel de leurs résultats. La Loi vise tout particulièrement la situation des quatre groupes suivants : les femmes, les autochtones, les personnes handicapées et les membres des minorités visibles qui font partie de l'effectif sous réglementation fédérale. A l'aide du formulaire 1, les 373 employeurs qui ont fait rapport ont déclaré un total de 594 531 employés[1].

Les rapports présentés en cette première année fournissent des données-repères sur la situation des groupes désignés. Ce qui suit est un aperçu des résultats obtenus et déclarés par les employeurs tels que présentés dans le premier rapport intitulé : *Loi sur l'équité en matière d'emploi – Rapport annuel 1988 présenté au Parlement* [2]

## Les femmes

- La représentation des femmes dans la population active visée par la Loi sur l'équité en matière d'emploi (41,2 p. 100) était proportionnellement plus faible qu'elle ne l'était sur le marché du travail canadien dans son ensemble (44 p. 100).
- Le salaire moyen à temps plein des travailleuses visées par la Loi était de 13,5 p. 100 plus élevé que celui des femmes de la population active canadienne.
- Les femmes occupaient 37,7 p. 100 de tous les postes permanents à temps plein détenus par les travailleurs visés par la Loi, 74,6 p. 100 de tous les postes à temps partiel et 32,1 p. 100 de tous les postes temporaires.
- Environ 9 p. 100 des femmes de la population active visée appartenaient également à un autre groupe désigné.

1 Voir l'annexe A, "Notes sur les données", ainsi que l'annexe C pour la liste de ces employeurs.
2 Voir l'annexe A, "Notes sur les données".

"La présente loi a pour objet de réaliser l'égalité en milieu de travail de façon que nul ne se voie refuser d'avantages ou de chances en matière d'emploi pour des motifs étrangers à sa compétence et, à cette fin, de corriger les désavantages subis, dans le domaine de l'emploi, par les femmes, les autochtones, les personnes handicapées et les personnes que leur race ou leur couleur place parmi les minorités visibles du Canada..."

"...l'équité en matière d'emploi requiert, outre un traitement identique des personnes, des mesures spéciales et des aménagements adaptés aux différences."

Loi sur l'équité en matière d'emploi
Proclamation le 13 août 1986

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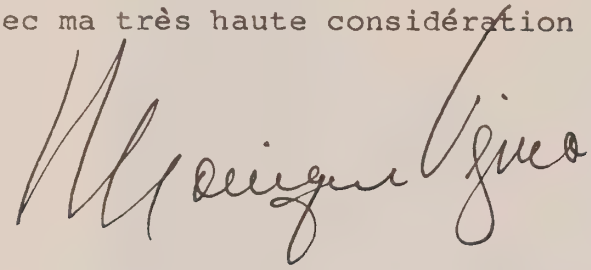
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La liste des employeurs assujettis à la Loi sur l'équité en matière d'emploi figure dans le rapport. Il est possible de consulter le rapport de chacun des employeurs dans les bibliothèques publiques du Canada, ou d'en obtenir copie par l'entremise d'Approvisionnements et Services Canada.

Je suis persuadée que les connaissances acquises par les employeurs au sujet de leurs employés et l'examen public de ces résultats permettront de tout mettre en oeuvre pour accroître la représentativité du milieu de travail, et ce, pour le plus grand bénéfice de tous les intervenants.

Avec ma très haute considération



Ministre d'État
à l'Emploi et à l'Immigration

CANADA

Minister of State
for Employment and Immigration

A Son Excellence
Le Gouverneur général du Canada

Plaise à Votre Excellence,

J'ai le plaisir de déposer au Parlement le premier rapport annuel de l'application de la Loi sur l'équité en matière d'emploi.

La Loi sur l'équité en matière d'emploi, qui a été promulguée en 1986, exige que toutes les entreprises sous réglementation fédérale ayant au moins cent employés, mettent en oeuvre les éléments de cette loi, et qu'elles présentent un rapport annuel faisant état de leurs progrès.

Le présent rapport regroupe et analyse les résultats produits par les employeurs pour l'année civile 1987. Pour la première fois, le public canadien aura accès à des renseignements sur la représentation de quatre groupes désignés - les femmes, les autochtones, les personnes handicapées et les membres des minorités visibles - dans les effectifs des employeurs sous réglementation fédérale.

Ce rapport n'a pas pour objet d'expliquer les écarts particuliers existant dans la représentation des groupes désignés selon la catégorie professionnelle ou le secteur d'activité. Les raisons de ces inquiétantes et persistantes inéquités sont multiples et sujettes à débat.

Le rapport servira toutefois à mesurer les améliorations progressives vers l'égalité en milieu de travail, car il marque le début d'une série d'examens et d'évaluations annuels du cheminement des employeurs.



Monique Vézina
Ministre d'État à l'Emploi et à l'Immigration

# *Loi sur l'équité en matière d'emploi*

# *Rapport annuel 1988 présenté au Parlement*

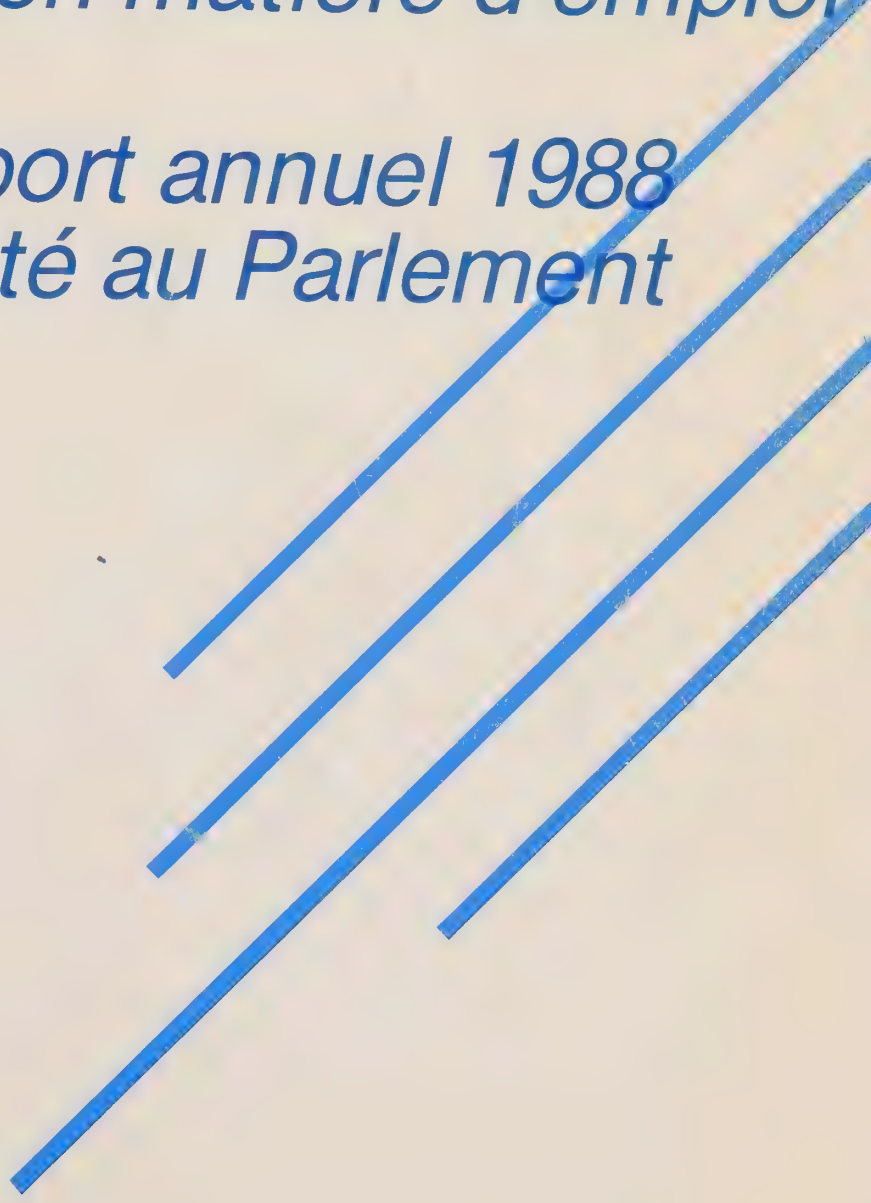
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# Employment Equity Act

# Loi sur l'équité en matière d'emploi

## Annual Report to Parliament 1988

## Rapport annuel 1988 présenté au Parlement

## ables

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# Consolidation of Data Reported by Employers Covered under the Employment Equity Act for the Year 1987

# Compilation des données soumises par les employeurs assujettis à la Loi sur l'équité en matière d'emploi pour l'année 1987

# Employment Equity Act
# Annual Report to Parliament 1988: Tables

# Loi sur l'équité en matière d'emploi
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## INTRODUCTION TO THE TABLES

Section 10 of the Employment Equity Act requires that the Minister present before each House of Parliament a consolidation of the employers' reports received in that year. The following tables represent the consolidation of the reports received for 1987.[1]

There are 13 sets of tables. When necessary, each set presents the relevant information by employee status (full-time, part-time and temporary) and by industrial sector (Banking, Transportation, Communications and Others). Table 1 presents the regional and sectoral distribution of the employers analyzed in this report. This information is taken from form 1. Tables 2 and 3 present this same information for each of the designated groups and is derived from form 2. Tables 4 and 5 present the occupational distribution of the designated groups from form 2. Table 6 presents the distribution of the designated groups across the salary ranges set out in form 3. (It is this distribution which is used to calculate the average salaries of the designated groups used in the analysis).

The information from form 4, form 5, and form 6 is presented in Table 7 through Table 13. Table 7 and Table 8 present the data on hirings for each designated group. Tables 9 and 10 present the data on promotions for each of the designated groups. The information on terminations is presented in Tables 11 and 12. Finally, Table 13 summarizes the net effect of hirings and terminations for each designated group.

[1]See "Notes on Data".

## PRÉSENTATION DES TABLEAUX

L'article 10 de la Loi sur l'équité en matière d'emploi requiert que le Ministre présente à la Chambre des communes et au Sénat un résumé des rapports soumis par les employeurs pendant l'année en cours. Les tableaux suivants représentent la compilation des données contenues dans les rapports reçus pour 1987.[1]

Il y a 13 séries de tableaux. Au besoin, chaque série donne des renseignements pertinents par catégorie d'employé (temps plein, temps partiel et temporaire) et par branche d'activité (secteurs bancaire, des transports, des communications et autres). Le tableau 1 présente la répartition par région et par secteur des employeurs faisant l'objet du présent rapport. Ces données sont tirées du formulaire 1. Les tableaux 2 et 3 donnent les mêmes renseignements pour chacun des groupes désignés. Les données de ces tableaux sont extraites du formulaire 2. Les tableaux 4 et 5, dont les données sont tirées du formulaire 2, répartissent les membres des groupes désignés par catégorie professionnelle. Le tableau 6, conçu à l'aide des données du formulaire 3, répartit les membres des groupes désignés selon l'échelle de rémunération. (C'est cette répartition qui est utilisée pour calculer les salaires moyens des groupes désignés utilisés dans cette analyse.)

Les données des formulaires 4, 5 et 6 sont présentées dans les tableaux 7 à 13. Les tableaux 7 et 8 présentent des données sur le recrutement de chacun des groupes désignés et les tableaux 9 et 10 sur l'avancement dans chacun de ces groupes. Les tableaux 11 et 12 comportent des données sur la cessation d'emploi et enfin, le tableau 13 fait la différence entre le recrutement et la cessation d'emploi pour chaque groupe désigné.

[1]Voir "Notes sur les données"

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| Table/Tableau 5.2 | Permanent part-time employees, total of all analysed data<br>Employés permanents à temps partiel, total des données analysées |
| Table/Tableau 5.3 | Temporary employees, total of all analysed data<br>Employés temporaires, total des données analysées |
| Table/Tableau 5.4 | All employment status categories, total of all analysed data for the banking sector<br>Toutes catégories d'emploi, total des données analysées pour le secteur bancaire |
| Table/Tableau 5.5 | All employment status categories, total of all analysed data for the transport sector<br>Toutes catégories d'emploi, total des données analysées pour le secteur des transports |

Table/Tableau 5.6 All employment status categories, total of all analysed data for the communications sector
Toutes catégories d'emploi, total des données analysées pour le secteur des communications

Table/Tableau 5.7 All employment status categories, total of all analysed data for other sectors covered under the Act
Toutes catégories d'emploi, total des données analysées pour autres secteurs assujettis à la loi

Table/Tableau 6 **Salary Distribution of the Designated Groups**
**Distribution salariale des groupes désignés**

Table/Tableau 6.1 Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

Table/Tableau 6.2 Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

Table/Tableau 6.3 Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

Table/Tableau 6.4 Permanent full-time employees, total of all analysed data for the banking sector
Employés permanents à temps plein, total des données analysées pour le secteur bancaire

Table/Tableau 6.5 Permanent part-time employees, total of all analysed data for the banking sector
Employés permanents à temps partiel, total des données analysées pour le secteur bancaire

Table/Tableau 6.6 Temporary employees, total of all analysed data for the banking sector
Employés temporaires, total des données analysées pour le secteur bancaire

Table/Tableau 6.7 Permanent full-time employees, total of all analysed data for the transportation sector
Employés permanents à temps plein, total des données analysées pour le secteur des transports

Table/Tableau 6.8 Permanent part-time employees, total of all analysed data for the tranportation sector
Employés permanents à temps partiel, total des données analysées pour le secteur des transports

Table/Tableau 6.9 Temporary employees, total of all analysed data for the transportation sector
Employés temporaires., total des données analysées pour le secteur des transports

Table/Tableau 6.10 Permanent full-time employees, total of all analysed data for the communications sector
Employés permanents à temps plein, total des données analysées pour le secteur des communications

Table/Tableau 6.11 Permanent part-time employees, total of all analysed data for the communication sector
Employés permanents à temps partiel, total des données analysées pour le secteur des communications

Table/Tableau 6.12 Temporary employees, total of all analysed data for the communication sector
Employés temporaires, total des données analysées pour le secteur des communications

Table/Tableau 6.13 Permanent full-time employees, total of all analysed data for other sectors covered under the Act
Employés permanents à temps plein, total des données analysées pour les autres secteurs assujettis à la loi

Table/Tableau 6.14 Permanent part-time employees, total of all analysed data for other sectors under federal jurisdiction
Employés permanents à temps partiel, total des données analysées pour les autres secteurs assujettis à la loi

Table/Tableau 6.15 Temporary employees, total of all analysed data for other sectors under federal jurisdiction
Employés temporaires, total des données analysées pour les autres secteurs assujettis à la loi

Table/Tableau 7 **Distribution of the Designated Groups in Hirings by Occupational Group**
**Distribution des groupes désignés dans le recrutement par catégorie professionnelle**

Table/Tableau 7.1 Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

Table/Tableau 7.2 Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

Table/Tableau 7.3 — Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

Table/Tableau 8 — **Representation in Hirings and Overall Representation for the Designated Groups by Occupational Group**
**Représentation dans le recrutement et représentation en général des groupes désignés par catégorie professionnelle**

Table/Tableau 8.1 — Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

Table/Tableau 8.2 — Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

Table/Tableau 8.3 — Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

Table/Tableau 9 — **Distribution of the Designated Groups among Promoted Employees by Occupational Group**
**Distribution des groupes désignés parmi les employés promus par catégorie professionnelle**

Table/Tableau 9.1 — Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

Table/Tableau 9.2 — Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

Table/Tableau 9.3 — Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

Table/Tableau 10 — **Representation among Employees Promoted and Overall Representation for the Designated Groups by Occupational Group**
**Représentation parmi les employés promus et représentation en général des groupes désignés par catégorie professionnelle**

Table/Tableau 10.1 Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

Table/Tableau 10.2 Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

Table/Tableau 10.3 Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

Table/Tableau 11 **Distribution of the Designated Groups in Terminations of Employment by Occupational Group**
**Distribution des groupes désignés dans la cessation de fonctions par catégorie professionnelle**

Table/Tableau 11.1 Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

Table/Tableau 11.2 Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

Table/Tableau 11.3 Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

Table/Tableau 12 **Representation in Terminations of employment and Overall Representation for the Designated Groups by Occupational Group**
**Représentation dans la cessation de fonctions et représentation en général des groupes désignés par catégorie professionnelle**

Table/Tableau 12.1 Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

Table/Tableau 12.2 Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

Table/Tableau 12.3 Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

Table/Tableau 13 **Representation of the Designated Groups and Employment Changes: Workforce, hirings, terminations of employment and net effect**
**Representation des groupes désignés et évolution de l'emploi : effectif total, recrutement, cessation de fonctions et différence**

Table/Tableau 13.1 Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

Table/Tableau 13.2 Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

Table/Tableau 13.3 Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

Table/Tableau 13.4 Permanent full-time employees, total of all analysed data for the banking sector
Employés permanents à temps plein, total des données analysées pour le secteur bancaire

Table/Tableau 13.5 Permanent part-time employees, total of analysed data for the banking sector
Employés permanents à temps partiel, total des données analysées pour le secteur bancaire

Table/Tableau 13.6 Temporary employees, total of all analysed data for the banking sector
Employés temporaires, total des données analysées pour le secteur bancaire

Table/Tableau 13.7 Permanent full-time employees, total of all analysed data for the transportation sector
Employés permanents à temps plein, total des données analysées pour le secteur des transports

Table/Tableau 13.8 Permanent part-time employees, total of all analysed data for the transportation sector
Employés permanents à temps partiel, total des données analysées pour le secteur des transports

| | |
|---|---|
| Table/Tableau 13.9 | Temporary employees, total of all analysed data for the transportation sector<br>Employés temporaires, total des données analysées pour le secteur des transports. |
| Table/Tableau 13.10 | Permanent full-time employees, total of all analysed data for the communications sector<br>Employés permanents à temps plein, total des données analysées pour le secteur des communications |
| Table/Tableau 13.11 | Permanent part-time employees, total of all analysed data for the communications sector<br>Employés permanents à temps partiel, total des données analysées pour le secteur des communications |
| Table/Tableau 13.12 | Temporary employees. total of all analysed data for the communications sector<br>Employés temporaires, total des données analysées pour le secteur des communications |
| Table/Tableau 13.13 | Permanent full-time employees, total of all analysed data for other sectors covered under the Act<br>Employés permanents à temps plein, total des données analysées pour les autres secteurs assujettis à la loi |
| Table/Tableau 13.14 | Permanent part time employees, total of all analysed data for other sectors covered under the Act<br>Employés permanents à temps partiel, total des données analysées pour autres secteurs assujettis à la loi |
| Table/Tableau 13.15 | Temporary employees, total of analysed data for other sectors covered under the Act<br>Employés temporaires, total des données analysées pour autres secteurs assujettis à la loi |

Table 1
Tableau 1

**Analysed Reports of Employers Covered under the Act, by Industrial Sector and Location of Head Office**
**Employeurs assujettis à la loi, rapports analysés, par branche d'activité et par emplacement du siège social**

| Provinces and Territories<br>Provinces et Territoires | Banking sector<br>Secteur bancaire | Transportation sector<br>Secteur des transports | Communications sector<br>Secteur des communications | Other sectors covered under the Act<br>Autres secteurs assujettis à la loi |
|---|---|---|---|---|
| Ontario | 15 | 78 | 50 | 21 |
| Québec | 6 | 47 | 10 | 4 |
| Nova Scotia<br>Nouvelle-Ecosse | 0 | 2 | 0 | 2 |
| New Brunswick<br>Nouveau-Brunswick | 0 | 8 | 1 | 0 |
| Manitoba | 0 | 14 | 4 | 11 |
| British Columbia<br>Colombi-Britannique | 1 | 22 | 7 | 3 |
| Prince Edward Island<br>Ile-du-Prince-Edouard | 0 | 2 | 0 | 0 |
| Saskatchewan | 0 | 3 | 4 | 3 |
| Alberta | 0 | 25 | 8 | 5 |
| Newfoundland<br>Terre-Neuve | 0 | 3 | 1 | 0 |
| Yukon | 0 | 2 | 0 | 0 |
| North West Territories<br>Territoires-du-Nord-Ouest | 0 | 1 | 0 | 0 |
| Canada | 22 | 207 | 85 | 49 |

Table 2.1
Tableau 2.1

## Representation of Designated Groups by Region
## Représentation des groupes désignés par région

Canada and provinces, total of analysed data from form 2
Canada et provinces, total des données analysées du formulaire 2

| Provinces and Territories<br>Provinces et Territoires | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Ontario | 242,494 | 135,147 | 107,347 | 1,598 | 824 | 774 | 3,860 | 2,445 | 1,403 | 16,740 | 7,220 | 9,519 |
| Québec | 126,127 | 75,943 | 50,187 | 489 | 289 | 200 | 1,397 | 1,000 | 397 | 8,311 | 5,331 | 2,980 |
| Nova Scotia<br>Nouvelle-Ecosse | 16,809 | 11,010 | 5,799 | 73 | 38 | 35 | 579 | 491 | 88 | 220 | 108 | 112 |
| New Brunswick<br>Nouveau-Brunswick | 11,294 | 7,651 | 3,643 | 52 | 26 | 26 | 212 | 163 | 49 | 272 | 85 | 81 |
| Manitoba | 30,976 | 21,135 | 9,846 | 330 | 236 | 94 | 537 | 384 | 154 | 847 | 547 | 299 |
| British Columbia<br>Colombi-Britannique | 73,300 | 42,280 | 30,799 | 478 | 290 | 189 | 1,177 | 712 | 465 | 4,538 | 1,897 | 2,641 |
| Prince Edward Island<br>Ile-du-Prince-Edouard | 1,448 | 898 | 550 | 3 | 1 | 2 | 18 | 7 | 11 | 15 | 6 | 9 |
| Saskatchewan | 18,636 | 12,095 | 6,541 | 268 | 208 | 60 | 336 | 221 | 115 | 231 | 119 | 112 |
| Alberta | 42,340 | 23,269 | 19,162 | 282 | 142 | 140 | 807 | 447 | 360 | 1,687 | 693 | 994 |
| Newfoundland<br>Terre-Neuve | 6,585 | 4,023 | 2,562 | 36 | 19 | 17 | 70 | 42 | 28 | 48 | 14 | 34 |
| Yukon | 500 | 343 | 157 | 19 | 12 | 7 | 4 | 3 | 1 | 7 | 5 | 2 |
| North West Territories<br>Territoires-du-Nord-Ouest | 1,068 | 834 | 234 | 103 | 63 | 40 | 15 | 11 | 4 | 27 | 26 | 1 |
| Canada | 586,861 | 345,320 | 241,537 | 3,862 | 2,232 | 1,630 | 9,352 | 6,079 | 3,260 | 34,970 | 16,805 | 18,179 |

* The total for Canada is not equal to the sum of the Provincial totals./Le total pour le Canada n'égale pas la somme des totaux provinciaux.

## Representation of Designated Groups by Region
## Représentation des groupes désignés par région

Table 2.2
Designated census metropolitain areas, total of analysed data from form 2

Tableau 2.2
Régions métropolitaines de recensement choisies, total des données analysées du formulaire 2

| Provinces and Territories<br>Provinces et Territoires | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Calgary | 15,446 | 8,070 | 7,366 | 83 | 32 | 51 | 287 | 154 | 133 | 857 | 348 | 509 |
| Edmonton | 23,837 | 17,730 | 6,101 | 88 | 51 | 37 | 283 | 161 | 122 | 608 | 277 | 331 |
| Halifax | 7,638 | 4,508 | 3,119 | 43 | 25 | 18 | 122 | 71 | 51 | 147 | 72 | 75 |
| Montréal | 92,344 | 56,252 | 36,083 | 301 | 189 | 112 | 1,049 | 740 | 309 | 5,025 | 3,343 | 1,682 |
| Regina | 3,873 | 2,112 | 1,761 | 12 | 9 | 2 | 85 | 52 | 33 | 53 | 23 | 30 |
| Toronto | 125,495 | 66,211 | 59,278 | 701 | 287 | 414 | 1,879 | 1,040 | 827 | 15,142 | 5,869 | 9,272 |
| Vancouver | 50,841 | 29,983 | 20,858 | 253 | 148 | 105 | 760 | 454 | 306 | 4,028 | 1,634 | 2,394 |
| Winnipeg | 23,469 | 15,787 | 7,627 | 179 | 124 | 55 | 386 | 284 | 102 | 681 | 422 | 259 |

Table 3.1
Tableau 3.1

## Representation of Designated Groups by Industrial Sector
## Représentation des groupes désignés par branche d'activité

Total of analysed data from form 2 for the banking sector
Total des données analysées du formulaire 2 pour le secteur bancaire

| Industrial sector<br>Branche d'activité | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Central bank<br>Banque centrale | 2,296 | 1,114 | 1,182 | 19 | 10 | 9 | 58 | 33 | 25 | 112 | 64 | 48 |
| Chartered banks and other banking type intermediaries<br>Banques à charte et autres intermédiaires de type bancaire | 167,211 | 39,390 | 127,821 | 926 | 107 | 819 | 2,981 | 922 | 2,059 | 15,962 | 3,934 | 12,028 |
| Banking sector<br>Secteur bancaire | 169,507 | 40,504 | 129,003 | 945 | 117 | 828 | 3,039 | 955 | 2,084 | 16,074 | 3,998 | 12,076 |

Table 3.2
Tableau 3.2

Total of analysed data from form 2 for the communications sector
Total des données analysées du formulaire 2 pour le secteur des communications

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Telecommunications broadcasting<br>Diffusion des télécommunications | 33,922 | 22,100 | 11,822 | 148 | 102 | 46 | 434 | 337 | 97 | 983 | 639 | 354 |
| Telecommunications carriers<br>Transmission des télécommunications | 69,676 | 37,144 | 32,532 | 360 | 161 | 199 | 778 | 484 | 293 | 3,178 | 1,724 | 1,455 |
| Postal and courier service<br>Services postaux et services de messagers | 71,626 | 46,386 | 25,238 | 567 | 287 | 280 | 1,253 | 904 | 349 | 8,412 | 5,688 | 2,728 |
| Communications sector<br>Secteur des communications | 175,224 | 105,630 | 69,592 | 1,075 | 550 | 525 | 2,465 | 1,725 | 739 | 12,573 | 8,051 | 4,537 |

Table 3.3
Tableau 3.3

## Representation of Designated Groups by Industrial Sector
## Représentation des groupes désignés par branche d'activité

Total of analysed data from form 2 for the transportation sector / Total des données analysées du formulaire 2 pour le secteur des transports.

| Industrial sector<br>Branche d'activité | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Air transportation<br>Transport aérien | 47,702 | 30,421 | 17,279 | 204 | 140 | 64 | 388 | 286 | 102 | 1,668 | 1,060 | 608 |
| Services incidental to air transportation<br>Services relatifs au transport aérien | 939 | 700 | 239 | 2 | 0 | 2 | 4 | 3 | 1 | 67 | 50 | 17 |
| Railway transportation and related services<br>Transport et services ferroviaires | 74,125 | 68,126 | 5,999 | 576 | 546 | 30 | 1,191 | 1,119 | 72 | 1,986 | 1,742 | 244 |
| Water transportation<br>Transport par eau | 9,316 | 8,170 | 1,146 | 135 | 98 | 37 | 125 | 116 | 9 | 283 | 245 | 38 |
| Services incidental to water transportation<br>Services relatifs au transport par eau | 11,316 | 10,568 | 748 | 87 | 81 | 6 | 176 | 166 | 10 | 129 | 96 | 33 |
| Truck transportation<br>Cammionnage | 45,260 | 39,153 | 6,107 | 325 | 275 | 50 | 582 | 477 | 105 | 692 | 528 | 164 |
| Public passenger transit systems<br>Transport en commun | 6,431 | 5,371 | 1,060 | 83 | 72 | 11 | 245 | 227 | 18 | 155 | 128 | 27 |
| Other transportation industries<br>Autres industries du transport | 1,590 | 1,287 | 303 | 3 | 2 | 1 | 6 | 6 | 0 | 13 | 11 | 2 |
| Other services incidental to transportation<br>Autres services relatifs aux transports | 1,161 | 541 | 620 | 6 | 1 | 5 | 7 | 3 | 4 | 75 | 37 | 38 |
| Pipeline transport<br>Transport par pipelines | 3,270 | 2,672 | 598 | 40 | 35 | 5 | 137 | 126 | 11 | 177 | 119 | 58 |
| Transportation sector<br>Secteur des transports | 201,110 | 167,009 | 34,099 | 1,461 | 1,250 | 211 | 2,861 | 2,529 | 332 | 5,245 | 4,016 | 1,229 |

Table 3.4
Tableau 3.4

## Representation of Designated Groups by Industrial Sector
## Représentation des groupes désignés par branche d'activité

Total of analysed data from form 2 for other sectors covered under the Act
Total des données analysées du formulaire 2 pour les autres secteurs assujettis à la loi

| Industrial sector<br>Branche d'activité | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Livestock farms<br>Fermes d'élevage | 980 | 627 | 353 | 3 | 2 | 1 | 4 | 4 | 0 | 18 | 5 | 13 |
| Services incidental to agriculture crops<br>Services relatifs aux cultures | 974 | 729 | 245 | 5 | 2 | 3 | 15 | 10 | 5 | 13 | 6 | 7 |
| Metal mines<br>Mines de métaux | 6,233 | 5,765 | 468 | 214 | 189 | 25 | 89 | 72 | 5 | 83 | 78 | 4 |
| Coal mines<br>Mines de charbon | 3,480 | 3,369 | 111 | 7 | 7 | 0 | 362 | 360 | 2 | 14 | 13 | 1 |
| Crude petroleum and natural gas<br>Pétrole brut et gaz naturel | 354 | 327 | 27 | 3 | 3 | 0 | 3 | 3 | 0 | 9 | 9 | 0 |
| Services incidental to crude petroleum and natural gas<br>Services relatifs à l'extraction du pétrole brut et du gaz naturel | 133 | 116 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Flour, prepared cereal food and feed<br>Farine, céréales de table préparées et aliments pour animaux | 1,747 | 1,538 | 209 | 11 | 10 | 1 | 42 | 40 | 2 | 37 | 30 | 7 |
| Vegetable oil mills<br>Huiles végétales | 423 | 349 | 74 | 2 | 2 | 0 | 8 | 8 | 0 | 5 | 4 | 1 |
| Stamped, pressed and coated metal products<br>Emboutissage, matriçage et revêtement de produits en métall | 820 | 568 | 252 | 18 | 14 | 4 | 34 | 29 | 5 | 27 | 23 | 4 |
| Communication and other electronic equipment<br>Equipement de communication et autre matériel électronique | 644 | 636 | 8 | 5 | 5 | 0 | 25 | 25 | 0 | 46 | 46 | 0 |
| Project management, Construction<br>Gestion de travaux de construction | 193 | 147 | 46 | 1 | 1 | 0 | 11 | 11 | 0 | 4 | 2 | 2 |
| Other service incidental to construction<br>Autres services relatifs à la construction | 239 | 112 | 127 | 1 | 1 | 0 | 8 | 4 | 4 | 16 | 7 | 9 |

| Industrial sector<br>Branche d'activité | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Grain elevators<br>Silos à grain | 8,652 | 7,419 | 1,233 | 41 | 33 | 8 | 123 | 110 | 13 | 92 | 54 | 38 |
| Other storage and warehousing<br>Autres industries d'entreposage et d'emmagasinage | 24 | 23 | 1 | 0 | 0 | 0 | 4 | 4 | 0 | 1 | 1 | 0 |
| Farm products, Wholesale<br>Produits agricoles, commerce | 571 | 273 | 298 | 6 | 5 | 1 | 10 | 5 | 5 | 23 | 8 | 15 |
| Business financing companies<br>Sociétés de financement des entreprises | 2,525 | 1,277 | 1,248 | 1 | 1 | 0 | 23 | 15 | 8 | 85 | 31 | 54 |
| Architectural, engineering and other scientific and technical services<br>Bureaux d'architectes, d'ingénieurs et autres services scientifiques et techniques | 4,973 | 3,944 | 1,029 | 14 | 11 | 3 | 137 | 120 | 17 | 277 | 245 | 32 |
| Other business services<br>Autres services aux entreprises | 2,533 | 2,054 | 479 | 3 | 1 | 2 | 8 | 7 | 1 | 102 | 55 | 47 |
| Human resource administration<br>Gestion des ressources humaines | 1,512 | 954 | 558 | 11 | 10 | 1 | 13 | 10 | 3 | 24 | 17 | 7 |
| Economic services administration<br>Gestion des services économiques | 2,777 | 1,287 | 1,490 | 30 | 16 | 14 | 59 | 28 | 31 | 143 | 70 | 73 |
| International and other extra-territorial agencies<br>Organismes internationaux et autres organismes extra-territoriaux | 438 | 196 | 242 | 3 | 0 | 3 | 3 | 2 | 1 | 42 | 25 | 17 |
| Theatrical and other staged entertainment services<br>Théâtres et autres spectacles | 652 | 415 | 237 | 2 | 2 | 0 | 6 | 3 | 3 | 7 | 7 | 0 |
| Business associations<br>Associations commerciales | 143 | 52 | 91 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 3 | 6 |
| Other employers covered under the Act<br>Autres employeurs assujettis à la loi | 41,020 | 32,177 | 8,843 | 381 | 315 | 66 | 987 | 870 | 105 | 1,078 | 740 | 337 |

Table 4.1
Tableau 4.1

## Distribution of the Designated Groups by Occupational Group
## Distribution des groupes désignés par catégorie professionnelle

Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 4,465 | 4,259 | 206 | 12 | 11 | 1 | 70 | 67 | 3 | 117 | 107 | 10 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 69,201 | 48,146 | 21,055 | 228 | 147 | 81 | 1,033 | 816 | 217 | 3,527 | 2,233 | 1,293 |
| Professionals<br>Professionnels | 29,470 | 18,113 | 11,357 | 97 | 50 | 47 | 468 | 328 | 140 | 3,198 | 2,138 | 1,060 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 29,169 | 23,797 | 5,370 | 138 | 112 | 26 | 424 | 379 | 41 | 913 | 707 | 205 |
| Supervisors<br>Surveillants | 17,569 | 7,088 | 10,481 | 100 | 32 | 68 | 295 | 126 | 169 | 1,410 | 400 | 1,010 |
| Foremen/women<br>Contremaîtres | 16,323 | 15,659 | 664 | 156 | 148 | 8 | 334 | 323 | 10 | 833 | 796 | 37 |
| Clerical workers<br>Employés de bureau | 144,099 | 22,585 | 121,514 | 985 | 138 | 847 | 2,447 | 590 | 1,856 | 12,254 | 1,972 | 10,282 |
| Sales workers<br>Employés du secteur de la vente | 12,877 | 7,511 | 5,366 | 74 | 41 | 33 | 153 | 108 | 45 | 586 | 388 | 198 |
| Service workers<br>Employés du secteur des services | 11,611 | 5,664 | 5,947 | 63 | 42 | 21 | 134 | 89 | 45 | 391 | 262 | 129 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 57,627 | 56,869 | 758 | 365 | 360 | 5 | 1,028 | 1,017 | 11 | 2,116 | 2,086 | 30 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 101,858 | 88,072 | 13,786 | 949 | 763 | 186 | 1,705 | 1,507 | 197 | 5,422 | 4,200 | 1,218 |
| Other manual workers<br>Autres travailleurs manuels | 29,648 | 28,494 | 1,152 | 314 | 289 | 25 | 559 | 543 | 10 | 533 | 488 | 45 |
| Total number of employees<br>Nombre total des salariés | 523,917 | 326,257 | 197,656 | 3,481 | 2,133 | 1,348 | 8,650 | 5,893 | 2,744 | 31,300 | 15,777 | 15,517 |

Table 4.2
Tableau 4.2

## Distribution of the Designated Groups by Occupational Group.
## Distribution des groupes désignés par catégorie professionnelle

Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 381 | 50 | 331 | 0 | 0 | 0 | 6 | 0 | 6 | 28 | 17 | 11 |
| Professionals<br>Professionnels | 351 | 93 | 258 | 1 | 1 | 0 | 5 | 0 | 5 | 18 | 7 | 11 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 1,335 | 981 | 354 | 2 | 1 | 1 | 12 | 10 | 2 | 18 | 12 | 6 |
| Supervisors<br>Surveillants | 278 | 77 | 201 | 3 | 1 | 2 | 1 | 1 | 0 | 17 | 8 | 9 |
| Foremen/women<br>Contremaîtres | 31 | 27 | 4 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| Clerical workers<br>Employés de bureau | 33,875 | 2,381 | 31,494 | 187 | 15 | 172 | 448 | 47 | 401 | 1,950 | 297 | 1,673 |
| Sales workers<br>Employés du secteur de la vente | 1,433 | 355 | 1,078 | 6 | 1 | 5 | 6 | 0 | 6 | 65 | 32 | 33 |
| Service workers<br>Employés du secteur des services | 837 | 345 | 492 | 2 | 1 | 1 | 5 | 2 | 3 | 32 | 7 | 25 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 782 | 700 | 82 | 5 | 3 | 2 | 5 | 2 | 3 | 25 | 23 | 2 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 12,562 | 5,701 | 6,861 | 112 | 32 | 80 | 151 | 71 | 80 | 1,196 | 416 | 780 |
| Other manual workers<br>Autres travailleurs manuels | 3,836 | 3,434 | 402 | 13 | 8 | 5 | 30 | 25 | 5 | 192 | 170 | 22 |
| Total number of employees<br>Nombre total des salariés | 55,706 | 14,149 | 41,557 | 331 | 63 | 268 | 671 | 160 | 511 | 3,541 | 989 | 2,572 |

Table 4.3
Tableau 4.3

## Distribution of the Designated Groups by Occupational Group
## Distribution des groupes désignés par catégorie professionnelle

Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 8 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 93 | 50 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 1 |
| Professionals<br>Professionnels | 927 | 528 | 399 | 2 | 1 | 1 | 1 | 1 | 0 | 7 | 3 | 4 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 1,045 | 546 | 499 | 2 | 2 | 0 | 1 | 1 | 0 | 9 | 3 | 6 |
| Supervisors<br>Surveillants | 15 | 9 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women<br>Contremaîtres | 29 | 27 | 2 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers<br>Employés de bureau | 1,129 | 180 | 949 | 6 | 0 | 6 | 7 | 3 | 4 | 92 | 15 | 77 |
| Sales workers<br>Employés du secteur de la vente | 22 | 13 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Service workers<br>Employés du secteur des services | 510 | 358 | 152 | 3 | 1 | 2 | 4 | 3 | 1 | 3 | 3 | 0 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 313 | 300 | 13 | 1 | 1 | 0 | 3 | 3 | 0 | 1 | 1 | 0 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 1,062 | 963 | 99 | 10 | 9 | 1 | 3 | 3 | 0 | 6 | 6 | 0 |
| Other manual workers<br>Autres travailleurs manuels | 2,085 | 1,936 | 149 | 23 | 19 | 4 | 12 | 12 | 0 | 6 | 6 | 0 |
| Total number of employees<br>Nombre total des salariés | 7,238 | 4,914 | 2,324 | 50 | 36 | 14 | 31 | 26 | 5 | 129 | 39 | 90 |

Table 5.1
Tableau 5.1

## Distribution of the Designated Groups by Occupational Group and Salary Quarter
## Distribution des groupes désignés par catégorie professionnelle et quart salarial

Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

| Occupational Group / Catégorie professionnelle | Quarter / Quart | All Employees / Tous les salariés | | | Aboriginal Peoples / Autochtones | | | Persons with Disabilities / Personnes handicapées | | | Members of Visible Minorities / Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes |
| Upper-level managers / Cadres supérieurs | 4 | 664 | 640 | 24 | 1 | 1 | 0 | 9 | 9 | 0 | 8 | 8 | 0 |
| | 3 | 311 | 301 | 10 | 0 | 0 | 0 | 6 | 6 | 0 | 10 | 9 | 1 |
| | 2 | 937 | 901 | 36 | 1 | 1 | 0 | 10 | 9 | 1 | 35 | 32 | 3 |
| | 1 | 2,553 | 2,417 | 136 | 10 | 9 | 1 | 45 | 43 | 2 | 64 | 58 | 6 |
| Middle or other managers / Cadres intermédiaires et autres cadres | 4 | 2,250 | 2,133 | 117 | 4 | 4 | 0 | 33 | 32 | 1 | 62 | 59 | 3 |
| | 3 | 6,661 | 6,073 | 588 | 22 | 16 | 6 | 118 | 115 | 3 | 227 | 202 | 25 |
| | 2 | 32,896 | 25,951 | 6,945 | 117 | 96 | 21 | 479 | 405 | 74 | 1,632 | 1,266 | 366 |
| | 1 | 27,394 | 13,989 | 13,405 | 85 | 31 | 54 | 403 | 264 | 139 | 1,606 | 706 | 899 |
| Professionals / Professionnels | 4 | 904 | 826 | 78 | 0 | 0 | 0 | 13 | 12 | 1 | 72 | 69 | 3 |
| | 3 | 2,643 | 2,351 | 292 | 5 | 5 | 0 | 48 | 47 | 1 | 322 | 289 | 33 |
| | 2 | 9,058 | 7,341 | 1,717 | 34 | 28 | 6 | 139 | 128 | 11 | 1,036 | 826 | 210 |
| | 1 | 16,865 | 7,595 | 9,270 | 58 | 17 | 41 | 268 | 141 | 127 | 1,768 | 954 | 814 |
| Semi-professionals and technicians / Semi-professionnels et techniciens | 4 | 2,324 | 2,161 | 163 | 10 | 10 | 0 | 40 | 39 | 1 | 64 | 60 | 4 |
| | 3 | 6,636 | 6,184 | 452 | 27 | 26 | 1 | 118 | 106 | 8 | 234 | 213 | 20 |
| | 2 | 11,760 | 9,629 | 2,131 | 49 | 41 | 8 | 168 | 153 | 15 | 336 | 251 | 85 |
| | 1 | 8,449 | 5,823 | 2,624 | 52 | 35 | 17 | 98 | 81 | 17 | 279 | 183 | 96 |
| Supervisors / Surveillants | 4 | 1,384 | 1,103 | 281 | 7 | 6 | 1 | 20 | 16 | 4 | 72 | 44 | 28 |
| | 3 | 3,852 | 2,280 | 1,572 | 17 | 9 | 8 | 65 | 38 | 27 | 292 | 136 | 156 |
| | 2 | 6,890 | 2,484 | 4,406 | 44 | 10 | 34 | 144 | 48 | 96 | 573 | 123 | 450 |
| | 1 | 5,443 | 1,221 | 4,222 | 32 | 7 | 25 | 66 | 24 | 42 | 473 | 97 | 376 |
| Foremen/women / Contremaîtres | 4 | 4,257 | 4,022 | 235 | 34 | 31 | 3 | 107 | 101 | 6 | 507 | 482 | 25 |
| | 3 | 6,168 | 5,900 | 268 | 41 | 37 | 4 | 114 | 111 | 3 | 241 | 229 | 12 |
| | 2 | 4,717 | 4,648 | 69 | 74 | 73 | 1 | 79 | 78 | 0 | 68 | 68 | 0 |
| | 1 | 1,181 | 1,089 | 92 | 7 | 7 | 0 | 34 | 33 | 1 | 17 | 17 | 0 |

| Occupational Group<br>Catégorie professionnelle | Quarter<br>Quart | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Clerical workers<br>Employés de bureau | 4 | 3,291 | 1,492 | 1,799 | 20 | 5 | 15 | 72 | 49 | 23 | 154 | 63 | 91 |
| | 3 | 27,621 | 10,599 | 17,022 | 142 | 56 | 86 | 446 | 230 | 215 | 1,705 | 461 | 1,244 |
| | 2 | 62,045 | 6,151 | 55,894 | 380 | 45 | 335 | 1,012 | 190 | 822 | 5,806 | 749 | 5,057 |
| | 1 | 51,142 | 4,343 | 46,799 | 443 | 32 | 411 | 917 | 121 | 796 | 4,589 | 699 | 3,890 |
| Sales workers<br>Employés du secteur de la vente | 4 | 1,195 | 969 | 226 | 8 | 8 | 0 | 15 | 15 | 0 | 33 | 28 | 5 |
| | 3 | 6,278 | 4,112 | 2,166 | 25 | 15 | 10 | 77 | 62 | 15 | 362 | 289 | 73 |
| | 2 | 2,701 | 1,444 | 1,257 | 12 | 7 | 5 | 32 | 20 | 12 | 96 | 40 | 56 |
| | 1 | 2,703 | 986 | 1,717 | 29 | 11 | 18 | 29 | 11 | 18 | 95 | 31 | 64 |
| Service workers<br>Employés du secteur des services | 4 | 1,768 | 1,082 | 686 | 12 | 7 | 5 | 16 | 11 | 5 | 74 | 48 | 26 |
| | 3 | 5,861 | 2,554 | 3,307 | 23 | 19 | 4 | 68 | 45 | 23 | 182 | 133 | 49 |
| | 2 | 2,288 | 1,104 | 1,184 | 18 | 11 | 7 | 30 | 24 | 6 | 63 | 39 | 24 |
| | 1 | 1,694 | 924 | 770 | 10 | 5 | 5 | 20 | 9 | 11 | 72 | 42 | 30 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 4 | 9,289 | 9,211 | 78 | 70 | 68 | 2 | 194 | 194 | 0 | 425 | 418 | 7 |
| | 3 | 23,586 | 23,313 | 273 | 120 | 118 | 2 | 339 | 334 | 5 | 747 | 737 | 10 |
| | 2 | 19,762 | 19,510 | 252 | 136 | 135 | 1 | 414 | 411 | 3 | 792 | 785 | 7 |
| | 1 | 4,990 | 4,835 | 155 | 39 | 39 | 0 | 81 | 78 | 3 | 152 | 146 | 6 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 4 | 45,886 | 35,977 | 9,909 | 411 | 309 | 102 | 880 | 739 | 141 | 4,116 | 3,328 | 788 |
| | 3 | 22,843 | 20,073 | 2,770 | 212 | 145 | 67 | 288 | 242 | 45 | 763 | 377 | 380 |
| | 2 | 24,240 | 23,555 | 685 | 240 | 233 | 7 | 407 | 401 | 6 | 384 | 355 | 29 |
| | 1 | 8,889 | 8,467 | 422 | 86 | 76 | 10 | 130 | 125 | 5 | 159 | 140 | 21 |
| Other manual workers<br>Autres travailleurs manuels | 4 | 6,528 | 6,403 | 125 | 43 | 43 | 0 | 101 | 98 | 3 | 158 | 153 | 5 |
| | 3 | 8,500 | 8,372 | 128 | 82 | 76 | 6 | 124 | 117 | 1 | 161 | 156 | 6 |
| | 2 | 8,565 | 8,149 | 416 | 93 | 89 | 4 | 196 | 193 | 3 | 141 | 128 | 14 |
| | 1 | 6,055 | 5,570 | 483 | 96 | 81 | 15 | 138 | 135 | 3 | 73 | 51 | 20 |
| Total number of employees<br>Nombre total des salariés | | 523,917 | 326,257 | 197,656 | 3,481 | 2,133 | 1,348 | 8,650 | 5,893 | 2,744 | 31,300 | 15,777 | 15,517 |

Table 5.2
Tableau 5.2

## Distribution of the Designated Groups by Occupational Group and Salary Quarter
## Distribution des groupes désignés par catégorie professionnelle et quart salarial

Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

| Occupational Group / Catégorie professionnelle | Quarter / Quart | All Employees / Tous les salariés | | | Aboriginal Peoples / Autochtones | | | Persons with Disabilities / Personnes handicapées | | | Members of Visible Minorities / Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes |
| Upper-level managers / Cadres supérieurs | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers / Cadres intermédiaires et autres cadres | 4 | 36 | 9 | 27 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 5 | 1 |
| | 3 | 73 | 8 | 65 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 5 | 1 |
| | 2 | 167 | 13 | 154 | 0 | 0 | 0 | 1 | 0 | 1 | 12 | 6 | 6 |
| | 1 | 105 | 20 | 85 | 0 | 0 | 0 | 5 | 0 | 5 | 4 | 1 | 3 |
| Professionals / Professionnels | 4 | 49 | 17 | 32 | 1 | 1 | 0 | 1 | 0 | 1 | 2 | 0 | 2 |
| | 3 | 107 | 40 | 67 | 0 | 0 | 0 | 1 | 0 | 1 | 8 | 4 | 4 |
| | 2 | 125 | 16 | 109 | 0 | 0 | 0 | 2 | 0 | 2 | 1 | 1 | 0 |
| | 1 | 70 | 20 | 50 | 0 | 0 | 0 | 1 | 0 | 1 | 7 | 2 | 5 |
| Semi-professionals and technicians / Semi-professionnels et techniciens | 4 | 210 | 162 | 48 | 1 | 0 | 1 | 3 | 2 | 1 | 2 | 2 | 0 |
| | 3 | 215 | 173 | 42 | 0 | 0 | 0 | 4 | 3 | 1 | 5 | 2 | 3 |
| | 2 | 298 | 208 | 90 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| | 1 | 612 | 438 | 174 | 1 | 1 | 0 | 3 | 3 | 0 | 11 | 8 | 3 |
| Supervisors / Surveillants | 4 | 34 | 9 | 25 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 2 |
| | 3 | 52 | 20 | 32 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 6 | 2 |
| | 2 | 83 | 17 | 66 | 2 | 1 | 1 | 0 | 0 | 0 | 5 | 1 | 4 |
| | 1 | 109 | 31 | 78 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 1 | 1 |
| Foremen/women / Contremaîtres | 4 | 10 | 7 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 19 | 18 | 1 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |

| Occupational Group<br>Catégorie professionnelle | Quarter<br>Quart | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Clerical workers<br>Employés de bureau | 4 | 1,063 | 110 | 953 | 5 | 1 | 4 | 14 | 5 | 9 | 23 | 3 | 20 |
| | 3 | 3,760 | 242 | 3,518 | 24 | 1 | 23 | 34 | 4 | 30 | 177 | 18 | 159 |
| | 2 | 15,704 | 760 | 14,944 | 94 | 6 | 88 | 226 | 19 | 207 | 992 | 132 | 880 |
| | 1 | 13,348 | 1,269 | 12,079 | 64 | 7 | 57 | 174 | 19 | 155 | 758 | 144 | 614 |
| Sales workers<br>Employés du secteur de la vente | 4 | 203 | 43 | 160 | 1 | 0 | 1 | 1 | 0 | 1 | 8 | 1 | 7 |
| | 3 | 144 | 44 | 100 | 2 | 1 | 1 | 0 | 0 | 0 | 15 | 6 | 9 |
| | 2 | 428 | 57 | 371 | 2 | 0 | 2 | 4 | 0 | 4 | 10 | 6 | 4 |
| | 1 | 658 | 211 | 447 | 1 | 0 | 1 | 1 | 0 | 1 | 32 | 19 | 13 |
| Service workers<br>Employés du secteur des services | 4 | 157 | 74 | 83 | 2 | 1 | 1 | 1 | 0 | 1 | 5 | 1 | 4 |
| | 3 | 152 | 91 | 61 | 0 | 0 | 0 | 1 | 1 | 0 | 4 | 3 | 1 |
| | 2 | 202 | 97 | 105 | 0 | 0 | 0 | 3 | 1 | 2 | 10 | 2 | 8 |
| | 1 | 326 | 83 | 243 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 1 | 12 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 4 | 120 | 104 | 16 | 1 | 0 | 1 | 2 | 1 | 1 | 5 | 3 | 2 |
| | 3 | 154 | 147 | 7 | 1 | 1 | 0 | 0 | 0 | 0 | 5 | 5 | 0 |
| | 2 | 287 | 261 | 26 | 2 | 1 | 1 | 3 | 1 | 2 | 11 | 11 | 0 |
| | 1 | 221 | 188 | 33 | 1 | 1 | 0 | 0 | 0 | 0 | 4 | 4 | 0 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 4 | 9,090 | 2,896 | 6,194 | 101 | 25 | 76 | 129 | 50 | 79 | 1,102 | 344 | 758 |
| | 3 | 706 | 553 | 153 | 3 | 1 | 2 | 5 | 4 | 1 | 44 | 33 | 11 |
| | 2 | 781 | 605 | 176 | 1 | 1 | 0 | 6 | 6 | 0 | 11 | 6 | 5 |
| | 1 | 1,985 | 1,647 | 338 | 7 | 5 | 2 | 11 | 11 | 0 | 39 | 33 | 6 |
| Other manual workers<br>Autres travailleurs manuels | 4 | 959 | 827 | 132 | 3 | 2 | 1 | 9 | 7 | 2 | 92 | 78 | 14 |
| | 3 | 681 | 636 | 45 | 4 | 3 | 1 | 5 | 4 | 1 | 49 | 48 | 1 |
| | 2 | 798 | 683 | 115 | 2 | 1 | 1 | 6 | 4 | 2 | 15 | 13 | 2 |
| | 1 | 1,398 | 1,288 | 110 | 4 | 2 | 2 | 10 | 10 | 0 | 36 | 31 | 5 |
| Total number of employees<br>Nombre total des salariés | | 55,706 | 14,149 | 41,557 | 331 | 63 | 268 | 671 | 160 | 511 | 3,541 | 989 | 2,572 |

Table 5.3
Tableau 5.3

## Distribution of the Designated Groups by Occupational Group and Salary Quarter
## Distribution des groupes désignés par catégorie professionnelle et quart salarial

Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

| Occupational Group / Catégorie professionnelle | Quarter / Quart | All Employees / Tous les salariés | | | Aboriginal Peoples / Autochtones | | | Persons with Disabilities / Personnes handicapées | | | Members of Visible Minorities / Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes |
| Upper-level managers / Cadres supérieurs | 4 | 4 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 4 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers / Cadres intermédiaires et autres cadres | 4 | 16 | 9 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 24 | 18 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 20 | 9 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 33 | 14 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 1 |
| Professionals / Professionnels | 4 | 10 | 7 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 3 | 7 | 3 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 4 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 906 | 516 | 390 | 2 | 1 | 1 | 1 | 1 | 0 | 6 | 2 | 4 |
| Semi-professionals and technicians / Semi-professionnels et techniciens | 4 | 20 | 19 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 20 | 18 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 30 | 22 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 975 | 487 | 488 | 2 | 2 | 0 | 1 | 1 | 0 | 9 | 3 | 6 |
| Supervisors / Surveillants | 4 | 7 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women / Contremaîtres | 4 | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 5 | 4 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 16 | 15 | 1 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Occupational Group<br>Catégorie professionnelle | Quarter<br>Quart | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Clerical workers<br>Employés de bureau | 4 | 83 | 17 | 66 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 3 | 219 | 26 | 193 | 1 | 0 | 1 | 2 | 0 | 2 | 13 | 2 | 11 |
| | 2 | 431 | 84 | 347 | 3 | 0 | 3 | 5 | 3 | 2 | 19 | 1 | 18 |
| | 1 | 396 | 53 | 343 | 2 | 0 | 2 | 0 | 0 | 0 | 59 | 11 | 48 |
| Sales workers<br>Employés du secteur de la vente | 4 | 4 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 7 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | 2 | 6 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | 1 | 5 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers<br>Employés du secteur des services | 4 | 67 | 52 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 55 | 41 | 14 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| | 2 | 158 | 132 | 26 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| | 1 | 230 | 133 | 97 | 2 | 0 | 2 | 2 | 1 | 1 | 1 | 1 | 0 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 4 | 109 | 104 | 5 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | 3 | 101 | 96 | 5 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| | 2 | 53 | 51 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | 1 | 50 | 49 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 4 | 156 | 155 | 1 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 257 | 240 | 17 | 2 | 2 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| | 2 | 266 | 224 | 42 | 2 | 2 | 0 | 1 | 1 | 0 | 4 | 4 | 0 |
| | 1 | 383 | 344 | 39 | 4 | 3 | 1 | 0 | 0 | 0 | 2 | 2 | 0 |
| Other manual workers<br>Autres travailleurs manuels | 4 | 135 | 131 | 4 | 2 | 2 | 0 | 4 | 4 | 0 | 1 | 1 | 0 |
| | 3 | 280 | 262 | 18 | 8 | 7 | 1 | 3 | 3 | 0 | 0 | 0 | 0 |
| | 2 | 317 | 277 | 40 | 6 | 5 | 1 | 2 | 2 | 0 | 3 | 3 | 0 |
| | 1 | 1,353 | 1,266 | 87 | 7 | 5 | 2 | 3 | 3 | 0 | 2 | 2 | 0 |
| Total number of employees<br>Nombre total des salariés | | 7,238 | 4,914 | 2,324 | 50 | 36 | 14 | 31 | 26 | 5 | 129 | 39 | 90 |

Table 5.4
Tableau 5.4

## Distribution of the Designated Groups by Occupational Group and Salary Quarter
## Distribution des groupes désignés par catégorie professionnelle et quart salarial

All employment status categories, total of all analysed data for the banking sector
Toutes catégories d'emploi, total des données analysées pour le secteur bancaire

| Occupational Groups<br>Catégorie professionnelle | Quarter<br>Quart | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 4 | 44 | 43 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| | 3 | 28 | 28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 119 | 119 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 4 | 4 | 0 |
| | 1 | 1,024 | 990 | 34 | 5 | 5 | 0 | 21 | 21 | 0 | 38 | 38 | 0 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 4 | 585 | 530 | 55 | 0 | 0 | 0 | 10 | 10 | 0 | 26 | 23 | 3 |
| | 3 | 2,329 | 2,082 | 247 | 7 | 2 | 5 | 42 | 42 | 0 | 79 | 62 | 17 |
| | 2 | 11,204 | 9,165 | 2,039 | 16 | 12 | 4 | 228 | 197 | 31 | 553 | 419 | 134 |
| | 1 | 20,536 | 9,268 | 11,268 | 65 | 17 | 48 | 331 | 203 | 128 | 1,396 | 579 | 817 |
| Professionals<br>Professionnels | 4 | 116 | 91 | 25 | 0 | 0 | 0 | 3 | 2 | 1 | 11 | 9 | 2 |
| | 3 | 402 | 267 | 135 | 0 | 0 | 0 | 12 | 11 | 1 | 41 | 27 | 14 |
| | 2 | 1,860 | 1,358 | 502 | 3 | 1 | 2 | 36 | 31 | 5 | 277 | 196 | 81 |
| | 1 | 13,444 | 5,458 | 7,986 | 42 | 9 | 33 | 232 | 112 | 120 | 1,463 | 754 | 709 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 4 | 55 | 42 | 13 | 0 | 0 | 0 | 2 | 1 | 1 | 3 | 3 | 0 |
| | 3 | 254 | 183 | 71 | 3 | 2 | 1 | 7 | 5 | 2 | 24 | 17 | 7 |
| | 2 | 906 | 398 | 508 | 10 | 4 | 6 | 16 | 9 | 7 | 98 | 49 | 49 |
| | 1 | 1,194 | 275 | 919 | 6 | 0 | 6 | 7 | 2 | 5 | 91 | 32 | 59 |
| Supervisors<br>Surveillants | 4 | 174 | 59 | 115 | 1 | 0 | 1 | 2 | 0 | 2 | 23 | 7 | 16 |
| | 3 | 1,188 | 297 | 891 | 2 | 1 | 1 | 23 | 6 | 17 | 151 | 40 | 111 |
| | 2 | 3,942 | 463 | 3,479 | 31 | 2 | 29 | 103 | 14 | 89 | 494 | 79 | 415 |
| | 1 | 3,883 | 377 | 3,506 | 22 | 2 | 20 | 47 | 11 | 36 | 415 | 60 | 355 |
| Foremen/women<br>Contremaîtres | 4 | 10 | 10 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | 3 | 6 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 2 | 12 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 29 | 27 | 2 | 0 | 0 | 0 | 2 | 2 | 0 | 3 | 3 | 0 |

| Occupational Group<br>Catégorie professionnelle | Quarter<br>Quart | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Clerical workers<br>Employés de bureau | 4 | 604 | 136 | 468 | 2 | 0 | 2 | 14 | 9 | 5 | 52 | 15 | 37 |
| | 3 | 5,587 | 729 | 4,858 | 26 | 4 | 22 | 88 | 25 | 63 | 712 | 129 | 583 |
| | 2 | 44,976 | 2,952 | 42,024 | 249 | 17 | 232 | 819 | 95 | 724 | 5,150 | 625 | 4,525 |
| | 1 | 53,240 | 3,795 | 49,445 | 442 | 28 | 414 | 936 | 101 | 835 | 4,808 | 714 | 4,094 |
| Sales workers<br>Employés du secteur de la vente | 4 | 38 | 29 | 9 | 1 | 1 | 0 | 0 | 0 | 0 | 3 | 3 | 0 |
| | 3 | 57 | 39 | 18 | 0 | 0 | 0 | 1 | 1 | 0 | 7 | 7 | 0 |
| | 2 | 170 | 109 | 61 | 0 | 0 | 0 | 5 | 3 | 2 | 18 | 10 | 8 |
| | 1 | 214 | 78 | 136 | 0 | 0 | 0 | 4 | 2 | 2 | 23 | 3 | 20 |
| Service workers<br>Employés du secteur des services | 4 | 65 | 58 | 7 | 1 | 0 | 1 | 3 | 2 | 1 | 2 | 2 | 0 |
| | 3 | 121 | 112 | 9 | 1 | 1 | 0 | 6 | 6 | 0 | 2 | 2 | 0 |
| | 2 | 120 | 96 | 24 | 3 | 2 | 1 | 10 | 8 | 2 | 11 | 11 | 0 |
| | 1 | 162 | 101 | 61 | 1 | 1 | 0 | 5 | 1 | 4 | 24 | 11 | 13 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 4 | 46 | 45 | 1 | 1 | 1 | 0 | 5 | 5 | 0 | 7 | 6 | 1 |
| | 3 | 87 | 81 | 6 | 0 | 0 | 0 | 2 | 2 | 0 | 13 | 13 | 0 |
| | 2 | 98 | 80 | 18 | 2 | 2 | 0 | 1 | 1 | 0 | 6 | 6 | 0 |
| | 1 | 81 | 63 | 18 | 0 | 0 | 0 | 1 | 0 | 1 | 10 | 9 | 1 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 4 | 12 | 12 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 3 | 34 | 34 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 2 | 54 | 53 | 1 | 0 | 0 | 0 | 2 | 2 | 0 | 10 | 10 | 0 |
| | 1 | 39 | 37 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Other manual workers<br>Autres travailleurs manuels | 4 | 52 | 49 | 3 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| | 3 | 82 | 70 | 12 | 1 | 1 | 0 | 0 | 0 | 0 | 3 | 2 | 1 |
| | 2 | 163 | 150 | 13 | 1 | 1 | 0 | 6 | 6 | 0 | 5 | 5 | 0 |
| | 1 | 61 | 48 | 13 | 0 | 0 | 0 | 1 | 1 | 0 | 12 | 8 | 4 |
| Total number of employees<br>Nombre total des salariés | | 169,507 | 40,504 | 129,003 | 945 | 117 | 828 | 3,039 | 955 | 2,084 | 16,074 | 3,998 | 12,076 |

Table 5.5
Tableau 5.5

## Distribution of the Designated Groups by Occupational Group and Salary Quarter
## Distribution des groupes désignés par catégorie professionnelle et quart salarial

All employment status categories, total of all analysed data for the transportation sector
Toutes catégories d'emploi, total des données analysées pour le secteur des transports

| Occupational Group / Catégorie professionnelle | Quarter / Quart | All Employees / Tous les salariés | | | Aboriginal Peoples / Autochtones | | | Persons with Disabilities / Personnes handicapées | | | Members of Visible Minorities / Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes |
| Upper-level managers / Cadres supérieurs | 4 | 329 | 316 | 13 | 1 | 1 | 0 | 4 | 4 | 0 | 5 | 5 | 0 |
| | 3 | 131 | 128 | 3 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| | 2 | 242 | 234 | 8 | 0 | 0 | 0 | 1 | 1 | 0 | 3 | 2 | 1 |
| | 1 | 825 | 776 | 49 | 3 | 3 | 0 | 14 | 12 | 2 | 14 | 10 | 4 |
| Middle or other managers / Cadres intermédiaires et autres cadres | 4 | 704 | 688 | 16 | 3 | 3 | 0 | 7 | 7 | 0 | 16 | 16 | 0 |
| | 3 | 1,502 | 1,454 | 48 | 7 | 7 | 0 | 26 | 26 | 0 | 39 | 38 | 1 |
| | 2 | 4,753 | 4,423 | 330 | 23 | 23 | 0 | 56 | 51 | 5 | 101 | 90 | 11 |
| | 1 | 3,120 | 2,460 | 660 | 3 | 2 | 1 | 37 | 30 | 7 | 77 | 57 | 20 |
| Professionals / Professionnels | 4 | 362 | 334 | 28 | 0 | 0 | 0 | 5 | 5 | 0 | 21 | 18 | 3 |
| | 3 | 479 | 427 | 52 | 1 | 1 | 0 | 8 | 8 | 0 | 41 | 33 | 8 |
| | 2 | 1,763 | 1,532 | 231 | 6 | 6 | 0 | 24 | 24 | 0 | 145 | 112 | 33 |
| | 1 | 1,467 | 1,011 | 456 | 5 | 3 | 2 | 21 | 16 | 5 | 128 | 93 | 35 |
| Semi-professionals and technicians / Semi-professionnels et techniciens | 4 | 1,212 | 1,183 | 29 | 3 | 3 | 0 | 24 | 24 | 0 | 13 | 12 | 1 |
| | 3 | 3,477 | 3,321 | 156 | 16 | 16 | 0 | 51 | 47 | 4 | 64 | 58 | 6 |
| | 2 | 3,835 | 3,511 | 324 | 14 | 14 | 0 | 42 | 41 | 1 | 77 | 69 | 8 |
| | 1 | 2,025 | 1,788 | 237 | 13 | 12 | 1 | 22 | 20 | 2 | 71 | 59 | 12 |
| Supervisors / Surveillants | 4 | 582 | 509 | 73 | 2 | 2 | 0 | 10 | 9 | 1 | 20 | 14 | 6 |
| | 3 | 1,127 | 963 | 164 | 5 | 4 | 1 | 17 | 16 | 1 | 32 | 25 | 7 |
| | 2 | 1,841 | 1,318 | 523 | 11 | 6 | 5 | 20 | 17 | 3 | 50 | 34 | 16 |
| | 1 | 990 | 574 | 416 | 9 | 4 | 5 | 10 | 7 | 3 | 36 | 25 | 11 |
| Foremen/women / Contremaîtres | 4 | 1,078 | 1,068 | 10 | 9 | 9 | 0 | 27 | 27 | 0 | 19 | 19 | 0 |
| | 3 | 3,843 | 3,825 | 18 | 27 | 27 | 0 | 58 | 58 | 0 | 75 | 74 | 1 |
| | 2 | 3,936 | 3,881 | 55 | 69 | 69 | 0 | 63 | 63 | 0 | 53 | 53 | 0 |
| | 1 | 770 | 715 | 55 | 6 | 6 | 0 | 27 | 27 | 0 | 11 | 11 | 0 |

| Occupational Group<br>Catégorie professionnelle | Quarter<br>Quart | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Clerical workers<br>Employés de bureau | 4 | 2,052 | 974 | 1,078 | 12 | 5 | 7 | 34 | 19 | 15 | 58 | 32 | 26 |
| | 3 | 15,074 | 8,636 | 6,438 | 69 | 42 | 27 | 262 | 171 | 91 | 489 | 242 | 247 |
| | 2 | 8,748 | 2,138 | 6,610 | 65 | 17 | 48 | 115 | 41 | 74 | 385 | 88 | 297 |
| | 1 | 5,670 | 1,039 | 4,631 | 37 | 7 | 30 | 73 | 21 | 52 | 285 | 68 | 217 |
| Sales workers<br>Employés du secteur de la vente | 4 | 707 | 505 | 202 | 3 | 2 | 1 | 10 | 9 | 1 | 17 | 13 | 4 |
| | 3 | 3,328 | 2,026 | 1,302 | 12 | 8 | 4 | 31 | 26 | 5 | 84 | 54 | 30 |
| | 2 | 1,476 | 784 | 692 | 14 | 7 | 7 | 13 | 8 | 5 | 26 | 18 | 8 |
| | 1 | 1,172 | 408 | 764 | 17 | 9 | 8 | 4 | 4 | 0 | 23 | 7 | 16 |
| Service workers<br>Employés du secteur des services | 4 | 1,771 | 1,053 | 718 | 11 | 7 | 4 | 12 | 8 | 4 | 72 | 44 | 28 |
| | 3 | 5,750 | 2,427 | 3,323 | 21 | 17 | 4 | 63 | 40 | 23 | 178 | 129 | 49 |
| | 2 | 2,167 | 955 | 1,212 | 10 | 6 | 4 | 14 | 9 | 5 | 57 | 28 | 29 |
| | 1 | 1,723 | 807 | 916 | 11 | 4 | 7 | 11 | 6 | 5 | 52 | 30 | 22 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 4 | 3,551 | 3,520 | 31 | 19 | 18 | 1 | 63 | 63 | 0 | 140 | 138 | 2 |
| | 3 | 7,698 | 7,661 | 37 | 46 | 46 | 0 | 106 | 106 | 0 | 327 | 326 | 1 |
| | 2 | 17,231 | 17,137 | 94 | 124 | 123 | 1 | 335 | 335 | 0 | 695 | 692 | 3 |
| | 1 | 4,025 | 3,951 | 74 | 30 | 30 | 0 | 65 | 64 | 1 | 118 | 113 | 5 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 4 | 6,916 | 6,844 | 72 | 85 | 84 | 1 | 181 | 178 | 3 | 96 | 95 | 1 |
| | 3 | 17,200 | 17,039 | 161 | 100 | 96 | 4 | 194 | 191 | 3 | 243 | 239 | 4 |
| | 2 | 21,641 | 21,095 | 546 | 219 | 215 | 4 | 280 | 278 | 2 | 329 | 307 | 22 |
| | 1 | 8,694 | 8,111 | 583 | 66 | 57 | 9 | 98 | 93 | 5 | 115 | 112 | 3 |
| Other manual workers<br>Autres travailleurs manuels | 4 | 3,847 | 3,767 | 80 | 23 | 23 | 0 | 49 | 49 | 0 | 63 | 54 | 9 |
| | 3 | 7,309 | 7,210 | 99 | 71 | 64 | 7 | 90 | 90 | 0 | 120 | 117 | 3 |
| | 2 | 6,634 | 6,433 | 201 | 82 | 79 | 3 | 129 | 125 | 4 | 95 | 87 | 8 |
| | 1 | 6,333 | 6,050 | 281 | 78 | 63 | 15 | 53 | 53 | 0 | 66 | 55 | 11 |
| Total number of employees<br>Nombre total des salariés | | 201,110 | 167,009 | 34,099 | 1,461 | 1,250 | 211 | 2,861 | 2,529 | 332 | 5,245 | 4,016 | 1,229 |

Table 5.6
Tableau 5.6

## Distribution of the Designated Groups by Occupational Group and Salary Quarter
## Distribution des groupes désignés par catégorie professionnelle et quart salarial

All employment status categories, total of all analysed data for the communications sector
Toutes catégories d'emploi, total des données analysées pour le secteur des communications

| Occupational Group<br>Catégorie professionnelle | Quarter<br>Quart | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 4 | 190 | 187 | 3 | 0 | 0 | 0 | 3 | 3 | 0 | 1 | 1 | 0 |
| | 3 | 69 | 65 | 4 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| | 2 | 435 | 411 | 24 | 1 | 1 | 0 | 7 | 6 | 1 | 27 | 25 | 2 |
| | 1 | 394 | 363 | 31 | 2 | 1 | 1 | 4 | 4 | 0 | 7 | 6 | 1 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 4 | 502 | 459 | 43 | 0 | 0 | 0 | 8 | 7 | 1 | 13 | 13 | 0 |
| | 3 | 1,880 | 1,634 | 246 | 2 | 2 | 0 | 22 | 22 | 0 | 96 | 89 | 7 |
| | 2 | 15,311 | 10,815 | 4,496 | 62 | 47 | 15 | 161 | 127 | 34 | 956 | 735 | 221 |
| | 1 | 2,584 | 1,240 | 1,344 | 8 | 5 | 3 | 17 | 11 | 6 | 122 | 63 | 58 |
| Professionals<br>Professionnels | 4 | 277 | 239 | 38 | 1 | 1 | 0 | 4 | 3 | 1 | 26 | 26 | 0 |
| | 3 | 684 | 595 | 89 | 2 | 2 | 0 | 7 | 6 | 1 | 95 | 89 | 6 |
| | 2 | 3,753 | 2,961 | 792 | 22 | 19 | 3 | 55 | 49 | 6 | 480 | 409 | 71 |
| | 1 | 2,213 | 1,238 | 975 | 11 | 6 | 5 | 11 | 9 | 2 | 155 | 88 | 67 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 4 | 832 | 739 | 93 | 5 | 4 | 1 | 15 | 14 | 1 | 41 | 40 | 1 |
| | 3 | 2,139 | 1,959 | 180 | 7 | 7 | 0 | 29 | 26 | 3 | 117 | 110 | 7 |
| | 2 | 6,092 | 4,978 | 1,114 | 17 | 15 | 2 | 88 | 83 | 5 | 121 | 107 | 14 |
| | 1 | 6,193 | 4,279 | 1,912 | 27 | 19 | 8 | 61 | 53 | 8 | 119 | 92 | 27 |
| Supervisors<br>Surveillants | 4 | 387 | 299 | 88 | 1 | 1 | 0 | 4 | 3 | 1 | 27 | 19 | 8 |
| | 3 | 987 | 525 | 462 | 9 | 3 | 6 | 20 | 12 | 8 | 114 | 75 | 39 |
| | 2 | 600 | 306 | 294 | 1 | 1 | 0 | 6 | 6 | 0 | 18 | 7 | 11 |
| | 1 | 424 | 169 | 255 | 1 | 1 | 0 | 4 | 3 | 1 | 18 | 8 | 10 |
| Foremen/women<br>Contremaîtres | 4 | 2,946 | 2,719 | 227 | 20 | 17 | 3 | 75 | 69 | 6 | 484 | 459 | 25 |
| | 3 | 1,672 | 1,424 | 248 | 10 | 6 | 4 | 23 | 20 | 3 | 162 | 151 | 11 |
| | 2 | 334 | 323 | 11 | 1 | 1 | 0 | 5 | 4 | 0 | 12 | 12 | 0 |
| | 1 | 203 | 176 | 27 | 1 | 1 | 0 | 3 | 2 | 1 | 3 | 3 | 0 |

| Occupational Group<br>Catégorie professionnelle | Quarter<br>Quart | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Clerical workers<br>Employés de bureau | 4 | 1,391 | 374 | 1,017 | 10 | 1 | 9 | 23 | 13 | 10 | 56 | 18 | 38 |
| | 3 | 9,567 | 1,119 | 8,448 | 67 | 11 | 56 | 113 | 28 | 85 | 657 | 97 | 560 |
| | 2 | 21,620 | 1,512 | 20,108 | 147 | 14 | 133 | 249 | 54 | 195 | 1,174 | 153 | 1,041 |
| | 1 | 4,237 | 595 | 3,642 | 10 | 2 | 8 | 49 | 10 | 39 | 245 | 60 | 185 |
| Sales workers<br>Employés du secteur de la vente | 4 | 592 | 424 | 168 | 3 | 3 | 0 | 3 | 3 | 0 | 20 | 12 | 8 |
| | 3 | 2,970 | 2,029 | 941 | 15 | 8 | 7 | 44 | 34 | 10 | 287 | 234 | 53 |
| | 2 | 1,336 | 475 | 861 | 0 | 0 | 0 | 17 | 8 | 9 | 60 | 16 | 44 |
| | 1 | 1,819 | 593 | 1,226 | 13 | 2 | 11 | 21 | 4 | 17 | 79 | 39 | 40 |
| Service workers<br>Employés du secteur des services | 4 | 94 | 44 | 50 | 1 | 1 | 0 | 2 | 1 | 1 | 5 | 3 | 2 |
| | 3 | 36 | 25 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 1 |
| | 2 | 50 | 22 | 28 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| | 1 | 123 | 53 | 70 | 0 | 0 | 0 | 3 | 1 | 2 | 8 | 1 | 7 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 4 | 4,615 | 4,553 | 62 | 30 | 28 | 2 | 79 | 78 | 1 | 246 | 240 | 6 |
| | 3 | 14,881 | 14,651 | 230 | 63 | 61 | 2 | 204 | 199 | 5 | 384 | 375 | 9 |
| | 2 | 1,609 | 1,460 | 149 | 10 | 9 | 1 | 20 | 16 | 4 | 85 | 83 | 2 |
| | 1 | 691 | 609 | 82 | 5 | 5 | 0 | 5 | 4 | 1 | 17 | 17 | 0 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 4 | 46,991 | 31,029 | 15,962 | 375 | 199 | 176 | 818 | 601 | 217 | 5,100 | 3,560 | 1,540 |
| | 3 | 4,805 | 2,156 | 2,649 | 78 | 15 | 63 | 83 | 40 | 43 | 534 | 148 | 380 |
| | 2 | 1,100 | 821 | 279 | 6 | 4 | 2 | 24 | 21 | 3 | 38 | 30 | 8 |
| | 1 | 727 | 597 | 130 | 4 | 3 | 1 | 5 | 5 | 0 | 52 | 48 | 6 |
| Other manual workers<br>Autres travailleurs manuels | 4 | 2,730 | 2,561 | 169 | 14 | 13 | 1 | 51 | 46 | 5 | 178 | 168 | 10 |
| | 3 | 855 | 818 | 37 | 7 | 6 | 1 | 7 | 6 | 1 | 70 | 68 | 3 |
| | 2 | 807 | 615 | 192 | 5 | 4 | 1 | 8 | 7 | 1 | 40 | 40 | 1 |
| | 1 | 477 | 392 | 85 | 1 | 1 | 0 | 3 | 2 | 1 | 17 | 11 | 4 |
| Total number of employees<br>Nombre total des salariés | | 175,224 | 105,630 | 69,592 | 1,075 | 550 | 525 | 2,465 | 1,725 | 739 | 12,573 | 8,051 | 4,537 |

Table 5.7
Tableau 5.7

## Distribution of the Designated Groups by Occupational Group and Salary Quarter
## Distribution des groupes désignés par catégorie professionnelle et quart salarial

All employment status categories, total of all analysed data for other sectors covered under the Act
Toutes catégories d'emploi, total des données analysées pour les autres secteurs assujettis à la loi

| Occupational Group / Catégorie professionnelle | Quarter / Quart | All Employees / Tous les salariés | | | Aboriginal Peoples / Autochtones | | | Persons with Disabilities / Personnes handicapées | | | Members of Visible Minorities / Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes |
| Upper-level managers / Cadres supérieurs | 4 | 106 | 97 | 9 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| | 3 | 83 | 80 | 3 | 0 | 0 | 0 | 2 | 2 | 0 | 8 | 7 | 1 |
| | 2 | 141 | 137 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 1 | 318 | 294 | 24 | 0 | 0 | 0 | 6 | 6 | 0 | 5 | 4 | 1 |
| Middle or other managers / Cadres intermédiaires et autres cadres | 4 | 511 | 474 | 37 | 1 | 1 | 0 | 8 | 8 | 0 | 13 | 12 | 1 |
| | 3 | 1,047 | 929 | 118 | 6 | 5 | 1 | 28 | 25 | 3 | 19 | 18 | 1 |
| | 2 | 1,815 | 1,570 | 245 | 16 | 14 | 2 | 35 | 30 | 5 | 34 | 28 | 6 |
| | 1 | 1,292 | 1,055 | 237 | 9 | 7 | 2 | 23 | 20 | 3 | 18 | 10 | 8 |
| Professionals / Professionnels | 4 | 208 | 186 | 22 | 0 | 0 | 0 | 2 | 2 | 0 | 17 | 17 | 0 |
| | 3 | 1,192 | 1,105 | 87 | 2 | 2 | 0 | 22 | 22 | 0 | 153 | 144 | 9 |
| | 2 | 1,811 | 1,508 | 303 | 3 | 2 | 1 | 26 | 24 | 2 | 135 | 110 | 25 |
| | 1 | 717 | 424 | 293 | 2 | 0 | 2 | 6 | 5 | 1 | 35 | 23 | 12 |
| Semi-professionals and technicians / Semi-professionnels et techniciens | 4 | 455 | 378 | 77 | 3 | 3 | 0 | 2 | 2 | 0 | 9 | 7 | 2 |
| | 3 | 1,001 | 912 | 89 | 1 | 1 | 0 | 35 | 31 | 0 | 34 | 30 | 3 |
| | 2 | 1,255 | 972 | 283 | 8 | 8 | 0 | 24 | 22 | 2 | 40 | 26 | 14 |
| | 1 | 624 | 406 | 218 | 9 | 7 | 2 | 12 | 10 | 2 | 18 | 11 | 7 |
| Supervisors / Surveillants | 4 | 282 | 249 | 33 | 3 | 3 | 0 | 5 | 5 | 0 | 4 | 4 | 0 |
| | 3 | 605 | 518 | 87 | 1 | 1 | 0 | 5 | 4 | 1 | 3 | 2 | 1 |
| | 2 | 592 | 415 | 177 | 3 | 2 | 1 | 15 | 11 | 4 | 16 | 4 | 12 |
| | 1 | 258 | 133 | 125 | 1 | 0 | 1 | 5 | 3 | 2 | 6 | 5 | 1 |
| Foremen/women / Contremaîtres | 4 | 240 | 239 | 1 | 5 | 5 | 0 | 4 | 4 | 0 | 4 | 4 | 0 |
| | 3 | 649 | 647 | 2 | 4 | 4 | 0 | 33 | 33 | 0 | 3 | 3 | 0 |
| | 2 | 441 | 437 | 4 | 5 | 4 | 1 | 11 | 11 | 0 | 3 | 3 | 0 |
| | 1 | 214 | 204 | 10 | 2 | 2 | 0 | 4 | 4 | 0 | 0 | 0 | 0 |

| Occupational Group<br>Catégorie professionnelle | Quarter<br>Quart | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Clerical workers<br>Employés de bureau | 4 | 390 | 135 | 255 | 1 | 0 | 1 | 15 | 13 | 2 | 12 | 2 | 10 |
| | 3 | 1,372 | 383 | 989 | 5 | 0 | 5 | 19 | 10 | 8 | 37 | 13 | 24 |
| | 2 | 2,836 | 393 | 2,443 | 16 | 3 | 13 | 60 | 22 | 38 | 108 | 16 | 92 |
| | 1 | 1,739 | 236 | 1,503 | 20 | 2 | 18 | 33 | 8 | 25 | 68 | 12 | 56 |
| Sales workers<br>Employés du secteur de la vente | 4 | 65 | 55 | 10 | 2 | 2 | 0 | 3 | 3 | 0 | 1 | 1 | 0 |
| | 3 | 74 | 68 | 6 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | 2 | 153 | 137 | 16 | 0 | 0 | 0 | 1 | 1 | 0 | 3 | 2 | 1 |
| | 1 | 161 | 120 | 41 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 1 | 1 |
| Service workers<br>Employés du secteur des services | 4 | 62 | 53 | 9 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 161 | 122 | 39 | 1 | 1 | 0 | 1 | 1 | 0 | 4 | 4 | 0 |
| | 2 | 311 | 260 | 51 | 6 | 4 | 2 | 10 | 9 | 1 | 3 | 3 | 0 |
| | 1 | 242 | 179 | 63 | 0 | 0 | 0 | 3 | 2 | 1 | 2 | 2 | 0 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 4 | 1,306 | 1,301 | 5 | 22 | 22 | 0 | 50 | 50 | 0 | 37 | 37 | 0 |
| | 3 | 1,175 | 1,163 | 12 | 12 | 12 | 0 | 28 | 28 | 0 | 29 | 29 | 0 |
| | 2 | 1,164 | 1,145 | 19 | 2 | 2 | 0 | 62 | 61 | 1 | 17 | 15 | 2 |
| | 1 | 464 | 449 | 15 | 5 | 5 | 0 | 10 | 10 | 0 | 11 | 11 | 0 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 4 | 1,213 | 1,143 | 70 | 53 | 52 | 1 | 10 | 10 | 0 | 21 | 16 | 5 |
| | 3 | 1,767 | 1,637 | 130 | 39 | 37 | 2 | 18 | 17 | 0 | 29 | 22 | 7 |
| | 2 | 2,492 | 2,415 | 77 | 18 | 17 | 1 | 108 | 107 | 1 | 22 | 18 | 4 |
| | 1 | 1,797 | 1,713 | 84 | 27 | 24 | 3 | 38 | 38 | 0 | 32 | 14 | 18 |
| Other manual workers<br>Autres travailleurs manuels | 4 | 993 | 984 | 9 | 11 | 11 | 0 | 12 | 12 | 0 | 9 | 9 | 0 |
| | 3 | 1,215 | 1,172 | 43 | 15 | 15 | 0 | 35 | 28 | 1 | 17 | 17 | 0 |
| | 2 | 2,076 | 1,911 | 165 | 13 | 11 | 2 | 61 | 61 | 0 | 19 | 12 | 7 |
| | 1 | 1,935 | 1,634 | 301 | 28 | 24 | 4 | 94 | 92 | 2 | 16 | 10 | 6 |
| Total number of employees<br>Nombre total des salariés | | 41,020 | 32,177 | 8,843 | 381 | 315 | 66 | 987 | 870 | 105 | 1,078 | 740 | 337 |

Table 6.1
Tableau 6.1

## Salary Distribution of the Designated Groups
## Distribution salariale des groupes désignés

Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $10,000<br>Moins de $10,000 | 6,055 | 5,350 | 705 | 81 | 60 | 21 | 37 | 33 | 4 | 50 | 39 | 11 |
| $10,000 - $14,999 | 11,210 | 4,980 | 6,230 | 106 | 45 | 61 | 150 | 73 | 77 | 467 | 205 | 262 |
| $15,000 - $17,499 | 31,740 | 6,440 | 25,300 | 239 | 49 | 190 | 541 | 104 | 437 | 2,459 | 495 | 1,964 |
| $17,500 - $19,999 | 40,838 | 8,486 | 32,352 | 348 | 72 | 276 | 731 | 178 | 553 | 3,656 | 582 | 3,074 |
| $20,000 - $22,499 | 37,563 | 10,478 | 27,085 | 249 | 72 | 177 | 636 | 189 | 447 | 3,459 | 598 | 2,861 |
| $22,500 - $24,999 | 39,693 | 15,855 | 23,838 | 324 | 153 | 171 | 585 | 280 | 305 | 2,705 | 703 | 2,002 |
| $25,000 - $27,499 | 49,894 | 25,243 | 24,651 | 363 | 225 | 138 | 769 | 488 | 281 | 2,575 | 890 | 1,685 |
| $27,500 - $29,999 | 87,507 | 63,177 | 24,330 | 610 | 431 | 179 | 1,724 | 1,438 | 286 | 5,872 | 4,306 | 1,566 |
| $30,000 - $34,999 | 73,123 | 55,929 | 17,187 | 447 | 376 | 71 | 1,225 | 1,026 | 199 | 3,881 | 2,825 | 1,056 |
| $35,000 - $39,999 | 58,927 | 51,825 | 7,102 | 387 | 355 | 32 | 948 | 856 | 92 | 2,478 | 1,974 | 504 |
| $40,000 - $49,999 | 52,844 | 45,242 | 7,602 | 219 | 198 | 21 | 758 | 697 | 61 | 2,467 | 2,018 | 449 |
| $50,000 - $69,999 | 28,049 | 25,936 | 2,113 | 88 | 79 | 9 | 429 | 415 | 14 | 1,160 | 1,053 | 107 |
| $70,000 and over<br>$70,000 et plus | 8,239 | 7,982 | 257 | 13 | 13 | 0 | 96 | 95 | 1 | 127 | 119 | 8 |
| Total number of employees<br>Nombre total des salariés | 525,682 | 326,923 | 198,752 | 3,474 | 2,128 | 1,346 | 8,629 | 5,872 | 2,757 | 31,356 | 15,807 | 15,549 |

Table 6.2
Tableau 6.2

## Salary distribution of the Designated Groups
## Distribution salariale des groupes désignés

Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $2,500<br>Moins de $2,500 | 2,947 | 1,587 | 1,360 | 8 | 5 | 3 | 23 | 11 | 12 | 106 | 43 | 63 |
| $2,500 - $4,999 | 3,875 | 1,348 | 2,527 | 17 | 8 | 9 | 42 | 10 | 32 | 166 | 40 | 126 |
| $5,000 - $7,499 | 5,513 | 1,108 | 4,405 | 17 | 6 | 11 | 57 | 7 | 50 | 204 | 31 | 173 |
| $7,500 - $9,999 | 9,540 | 1,918 | 7,622 | 29 | 4 | 25 | 121 | 26 | 95 | 506 | 149 | 357 |
| $10,000 - $12,499 | 7,473 | 1,372 | 6,131 | 37 | 3 | 34 | 112 | 14 | 98 | 368 | 53 | 315 |
| $12,500 - $14,999 | 5,092 | 964 | 4,125 | 25 | 3 | 22 | 62 | 14 | 48 | 315 | 61 | 254 |
| $15,000 - $17,499 | 4,913 | 805 | 4,108 | 37 | 2 | 35 | 32 | 6 | 26 | 349 | 86 | 263 |
| $17,500 - $19,999 | 2,931 | 480 | 2,451 | 30 | 1 | 29 | 28 | 7 | 21 | 163 | 23 | 140 |
| $20,000 - $24,999 | 2,535 | 749 | 1,786 | 19 | 3 | 16 | 22 | 6 | 16 | 110 | 25 | 85 |
| $25,000 - $29,999 | 9,774 | 2,897 | 6,877 | 107 | 28 | 79 | 143 | 57 | 86 | 1,118 | 350 | 768 |
| $30,000 - $39,999 | 365 | 276 | 89 | 2 | 2 | 0 | 2 | 2 | 0 | 4 | 0 | 4 |
| $40,000 - $49,999 | 58 | 44 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 0 |
| $50,000 and over<br>$50,000 et plus | 47 | 43 | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Total number of employees<br>Nombre total des salariés | 55,063 | 13,591 | 41,499 | 329 | 66 | 263 | 644 | 160 | 484 | 3,413 | 865 | 2,548 |

Table 6.3
Tableau 6.3

## Salary Distribution of the Designated Groups
## Distribution salariale des groupes désignés

Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $2,500<br>Moins de $2,500 | 1,434 | 1,170 | 264 | 3 | 2 | 1 | 1 | 1 | 0 | 34 | 8 | 26 |
| $2,500 - $4,999 | 581 | 304 | 277 | 6 | 4 | 2 | 3 | 3 | 0 | 27 | 6 | 21 |
| $5,000 - $7,499 | 564 | 342 | 222 | 5 | 2 | 3 | 3 | 1 | 2 | 15 | 3 | 12 |
| $7,500 - $9,999 | 454 | 295 | 159 | 3 | 1 | 2 | 3 | 2 | 1 | 10 | 3 | 7 |
| $10,000 - $12,499 | 440 | 278 | 162 | 2 | 2 | 0 | 2 | 2 | 0 | 13 | 5 | 8 |
| $12,500 - $14,999 | 378 | 267 | 111 | 3 | 2 | 1 | 2 | 2 | 0 | 4 | 1 | 3 |
| $15,000 - $17,499 | 350 | 250 | 100 | 4 | 4 | 0 | 4 | 4 | 0 | 4 | 4 | 0 |
| $17,500 - $19,999 | 410 | 268 | 142 | 0 | 0 | 0 | 4 | 3 | 1 | 4 | 3 | 1 |
| $20,000 - $24,999 | 931 | 584 | 347 | 10 | 7 | 3 | 6 | 5 | 1 | 4 | 2 | 2 |
| $25,000 - $29,999 | 679 | 507 | 172 | 11 | 9 | 2 | 1 | 1 | 0 | 5 | 0 | 5 |
| $30,000 - $39,999 | 519 | 308 | 211 | 3 | 3 | 0 | 1 | 1 | 0 | 5 | 2 | 3 |
| $40,000 - $49,999 | 342 | 226 | 116 | 0 | 0 | 0 | 1 | 1 | 0 | 4 | 2 | 2 |
| $50,000 and over<br>$50,000 et plus | 163 | 119 | 44 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees<br>Nombre total des salariés | 7,245 | 4,918 | 2,327 | 50 | 36 | 14 | 31 | 26 | 5 | 129 | 39 | 90 |

Table 6.4
Tableau 6.4

## Salary distribution of the Designated Groups
## Distribution salariale des groupes désignés

Permanent full-time employees, total of all analysed data for the banking sector
Employés permanents à temps plein, total des données analysées pour le secteur bancaire

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $10,000<br>Moins de $10,000 | 4 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $10,000 - $14,999 | 2,876 | 280 | 2,596 | 17 | 0 | 17 | 45 | 1 | 44 | 174 | 38 | 136 |
| $15,000 - $17,499 | 22,574 | 1,812 | 20,762 | 177 | 10 | 167 | 445 | 53 | 392 | 2,156 | 376 | 1,780 |
| $17,500 - $19,999 | 27,706 | 1,956 | 25,750 | 209 | 13 | 196 | 557 | 76 | 481 | 3,066 | 384 | 2,682 |
| $20,000 - $22,499 | 20,101 | 1,899 | 18,202 | 127 | 16 | 111 | 384 | 50 | 334 | 2,636 | 329 | 2,307 |
| $22,500 - $24,999 | 12,850 | 2,023 | 10,827 | 79 | 5 | 74 | 187 | 37 | 150 | 1,569 | 283 | 1,286 |
| $25,000 - $27,499 | 9,704 | 2,072 | 7,632 | 40 | 9 | 31 | 154 | 51 | 103 | 1,042 | 254 | 788 |
| $27,500 - $29,999 | 6,944 | 1,984 | 4,960 | 32 | 6 | 26 | 112 | 31 | 81 | 666 | 224 | 442 |
| $30,000 - $34,999 | 10,519 | 4,536 | 5,983 | 37 | 15 | 22 | 210 | 119 | 91 | 993 | 454 | 539 |
| $35,000 - $39,999 | 8,025 | 4,908 | 3,117 | 26 | 12 | 14 | 174 | 125 | 49 | 759 | 442 | 317 |
| $40,000 - $49,999 | 10,704 | 8,439 | 2,265 | 12 | 9 | 3 | 219 | 191 | 28 | 802 | 586 | 216 |
| $50,000 - $69,999 | 7,665 | 6,972 | 693 | 10 | 3 | 7 | 153 | 149 | 4 | 405 | 342 | 63 |
| $70,000 and over<br>$70,000 et plus | 2,202 | 2,111 | 91 | 3 | 3 | 0 | 41 | 41 | 0 | 62 | 56 | 6 |
| Total number of employees<br>Nombre total des salariés | 141,874 | 38,993 | 102,881 | 769 | 101 | 668 | 2,681 | 924 | 1,757 | 14,330 | 3,768 | 10,562 |

Table 6.5
Tableau 6.5

## Salary distribution of the Designated Groups
## Distribution salariale des groupes désignés

Permanent part-time employees, total of all analysed data for the banking sector
Employés permanents à temps partiel, total des données analysées pour le secteur bancaire

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $2,500<br>Moins de $2,500 | 702 | 71 | 631 | 1 | 0 | 1 | 12 | 2 | 10 | 43 | 8 | 35 |
| $2,500 - $4,999 | 2,113 | 177 | 1,936 | 13 | 5 | 8 | 32 | 2 | 30 | 114 | 11 | 103 |
| $5,000 - $7,499 | 3,818 | 270 | 3,548 | 7 | 1 | 6 | 48 | 3 | 45 | 153 | 20 | 133 |
| $7,500 - $9,999 | 6,283 | 310 | 5,973 | 24 | 2 | 22 | 98 | 9 | 89 | 306 | 39 | 267 |
| $10,000 - $12,499 | 5,246 | 207 | 5,039 | 29 | 1 | 28 | 97 | 8 | 89 | 313 | 23 | 290 |
| $12,500 - $14,999 | 3,493 | 193 | 3,300 | 19 | 0 | 19 | 49 | 9 | 40 | 269 | 40 | 229 |
| $15,000 - $17,499 | 3,250 | 228 | 3,022 | 32 | 1 | 31 | 23 | 3 | 20 | 295 | 62 | 233 |
| $17,500 - $19,999 | 1,652 | 28 | 1,624 | 19 | 0 | 19 | 10 | 1 | 9 | 123 | 8 | 115 |
| $20,000 - $24,999 | 581 | 24 | 557 | 8 | 1 | 7 | 8 | 0 | 8 | 41 | 1 | 40 |
| $25,000 - $29,999 | 45 | 5 | 40 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| $30,000 - $39,999 | 16 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| $40,000 - $49,999 | 10 | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $50,000 and over<br>$50,000 et plus | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees<br>Nombre total des salariés | 27,211 | 1,518 | 25,693 | 152 | 11 | 141 | 377 | 37 | 340 | 1,661 | 212 | 1,449 |

Table 6.6
Tableau 6.6

## Salary distribution of the Designated Groups
## Distribution salariale des groupes désignés

Temporary employees, total of all analysed data for the banking sector
Employés temporaires, total des données analysées pour le secteur bancaire

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $2,500<br>Moins de $2,500 | 159 | 15 | 144 | 1 | 0 | 1 | 0 | 0 | 0 | 34 | 8 | 26 |
| $2,500 - $4,999 | 124 | 8 | 116 | 0 | 0 | 0 | 0 | 0 | 0 | 24 | 3 | 21 |
| $5,000 - $7,499 | 93 | 6 | 87 | 2 | 0 | 2 | 1 | 0 | 1 | 11 | 0 | 11 |
| $7,500 - $9,999 | 67 | 2 | 65 | 1 | 0 | 1 | 1 | 0 | 1 | 6 | 0 | 6 |
| $10,000 - $12,499 | 41 | 2 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 1 | 7 |
| $12,500 - $14,999 | 31 | 1 | 30 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| $15,000 - $17,499 | 12 | 1 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $17,500 - $19,999 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $20,000 - $24,999 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $25,000 - $29,999 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $30,000 - $39,999 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $40,000 - $49,999 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $50,000 and over<br>$50,000 et plus | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees<br>Nombre total des salariés | 534 | 36 | 498 | 5 | 0 | 5 | 2 | 0 | 2 | 84 | 12 | 72 |

Table 6.7
Tableau 6.7

## Salary distribution of the Designated Groups
## Distribution salariale des groupes désignés

Permanent full-time employees, total of all analysed data for the transportation sector
Employés permanents à temps plein, total des données analysées pour le secteur des transports

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $10,000<br>Moins de $10,000 | 5,607 | 5,076 | 531 | 80 | 59 | 21 | 35 | 31 | 4 | 41 | 35 | 6 |
| $10,000 - $14,999 | 6,145 | 3,809 | 2,336 | 69 | 36 | 33 | 83 | 63 | 20 | 234 | 139 | 95 |
| $15,000 - $17,499 | 5,779 | 3,268 | 2,511 | 45 | 32 | 13 | 51 | 30 | 21 | 184 | 82 | 102 |
| $17,500 - $19,999 | 6,864 | 4,263 | 2,601 | 68 | 44 | 24 | 75 | 58 | 17 | 226 | 109 | 117 |
| $20,000 - $22,499 | 8,333 | 5,508 | 2,825 | 45 | 29 | 16 | 97 | 70 | 27 | 218 | 127 | 91 |
| $22,500 - $24,999 | 13,233 | 10,178 | 3,055 | 118 | 102 | 16 | 197 | 159 | 38 | 377 | 251 | 126 |
| $25,000 - $27,499 | 23,006 | 17,721 | 5,285 | 201 | 183 | 18 | 302 | 247 | 55 | 567 | 377 | 190 |
| $27,500 - $29,999 | 27,485 | 24,346 | 3,139 | 215 | 197 | 18 | 552 | 522 | 30 | 612 | 511 | 101 |
| $30,000 - $34,999 | 38,229 | 32,835 | 5,394 | 249 | 230 | 19 | 574 | 529 | 45 | 1,241 | 1,073 | 168 |
| $35,000 - $39,999 | 20,781 | 19,607 | 1,174 | 120 | 118 | 2 | 310 | 297 | 13 | 658 | 606 | 52 |
| $40,000 - $49,999 | 19,416 | 18,586 | 830 | 112 | 109 | 3 | 269 | 265 | 4 | 411 | 373 | 38 |
| $50,000 - $69,999 | 9,706 | 9,486 | 220 | 45 | 45 | 0 | 137 | 136 | 1 | 206 | 189 | 17 |
| $70,000 and over<br>$70,000 et plus | 4,022 | 3,976 | 46 | 8 | 8 | 0 | 36 | 36 | 0 | 37 | 36 | 1 |
| Total number of employees<br>Nombre total des salariés | 188,606 | 158,659 | 29,947 | 1,375 | 1,192 | 183 | 2,718 | 2,443 | 275 | 5,012 | 3,908 | 1,104 |

Table 6.8
Tableau 6.8

## Salary distribution of the Designated Groups
## Distribution salariale des groupes désignés

Permanent part-time employees, total of all analysed data for the transportation sector
Employés permanents à temps partiel, total des données analysées pour le secteur des transports

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $2,500<br>Moins de $2,500 | 1,664 | 1,157 | 507 | 7 | 5 | 2 | 9 | 7 | 2 | 49 | 27 | 22 |
| $2,500 - $4,999 | 761 | 516 | 245 | 3 | 2 | 1 | 7 | 7 | 0 | 16 | 11 | 5 |
| $5,000 - $7,499 | 1,012 | 519 | 493 | 8 | 3 | 5 | 5 | 4 | 1 | 30 | 7 | 23 |
| $7,500 - $9,999 | 1,821 | 815 | 1,006 | 5 | 2 | 3 | 12 | 9 | 3 | 72 | 30 | 42 |
| $10,000 - $12,499 | 1,239 | 676 | 563 | 3 | 1 | 2 | 6 | 0 | 6 | 24 | 12 | 12 |
| $12,500 - $14,999 | 780 | 430 | 350 | 6 | 3 | 3 | 4 | 1 | 3 | 15 | 7 | 8 |
| $15,000 - $17,499 | 751 | 323 | 428 | 1 | 1 | 0 | 2 | 1 | 1 | 20 | 11 | 9 |
| $17,500 - $19,999 | 312 | 195 | 117 | 3 | 1 | 2 | 4 | 3 | 1 | 9 | 2 | 7 |
| $20,000 - $24,999 | 359 | 238 | 121 | 2 | 1 | 1 | 4 | 3 | 1 | 8 | 4 | 4 |
| $25,000 - $29,999 | 355 | 267 | 88 | 7 | 6 | 1 | 3 | 2 | 1 | 3 | 2 | 1 |
| $30,000 - $39,999 | 160 | 152 | 8 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $40,000 - $49,999 | 35 | 35 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 0 |
| $50,000 and over<br>$50,000 et plus | 34 | 34 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Total number of employees<br>Nombre total des salariés | 9,283 | 5,357 | 3,926 | 48 | 28 | 20 | 56 | 37 | 19 | 250 | 117 | 133 |

Table 6.9
Tableau 6.9

## Salary distribution of the Designated Group
## Distribution salariale des groupes désignés

Temporary employees, total of all analysed data for the transportation sector
Employés temporaires, total des données analysées pour le secteur des transports

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $2,500<br>Moins de $2,500 | 1,190 | 1,107 | 83 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| $2,500 - $4,999 | 350 | 232 | 118 | 3 | 1 | 2 | 1 | 1 | 0 | 1 | 1 | 0 |
| $5,000 - $7,499 | 332 | 255 | 77 | 2 | 1 | 1 | 2 | 1 | 1 | 4 | 3 | 1 |
| $7,500 - $9,999 | 268 | 230 | 38 | 1 | 0 | 1 | 2 | 2 | 0 | 3 | 3 | 0 |
| $10,000 - $12,499 | 243 | 201 | 42 | 1 | 1 | 0 | 1 | 1 | 0 | 2 | 2 | 0 |
| $12,500 - $14,999 | 244 | 212 | 32 | 1 | 1 | 0 | 2 | 2 | 0 | 1 | 0 | 1 |
| $15,000 - $17,499 | 212 | 184 | 28 | 3 | 3 | 0 | 2 | 2 | 0 | 4 | 4 | 0 |
| $17,500 - $19,999 | 172 | 146 | 26 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| $20,000 - $24,999 | 371 | 337 | 34 | 8 | 5 | 3 | 1 | 1 | 0 | 0 | 0 | 0 |
| $25,000 - $29,999 | 378 | 356 | 22 | 10 | 9 | 1 | 1 | 1 | 0 | 0 | 0 | 0 |
| $30,000 - $39,999 | 91 | 91 | 0 | 2 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| $40,000 - $49,999 | 30 | 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| $50,000 and over<br>$50,000 et plus | 10 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees<br>Nombre total des salariés | 3,891 | 3,391 | 500 | 31 | 23 | 8 | 16 | 15 | 1 | 17 | 15 | 2 |

Table 6.10
Tableau 6.10

## Salary distribution of the Designated Groups
## Distribution salariale des groupes désignés

Permanent full-time employees, total of all analysed data for the communications sector
Employés permanents à temps plein, total des données analysées pour le secteur des communications

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $10,000<br>Moins de $10,000 | 221 | 113 | 108 | 1 | 1 | 0 | 0 | 0 | 0 | 6 | 4 | 2 |
| $10,000 - $14,999 | 1,677 | 587 | 1,090 | 13 | 7 | 6 | 13 | 4 | 9 | 42 | 20 | 22 |
| $15,000 - $17,499 | 2,095 | 639 | 1,456 | 11 | 4 | 7 | 28 | 14 | 14 | 81 | 21 | 60 |
| $17,500 - $19,999 | 4,517 | 1,360 | 3,157 | 56 | 11 | 45 | 71 | 27 | 44 | 318 | 78 | 240 |
| $20,000 - $22,499 | 6,514 | 1,813 | 4,701 | 47 | 13 | 34 | 111 | 46 | 65 | 540 | 120 | 420 |
| $22,500 - $24,999 | 10,966 | 2,322 | 8,644 | 97 | 23 | 74 | 160 | 57 | 103 | 703 | 157 | 546 |
| $25,000 - $27,499 | 14,197 | 3,422 | 10,775 | 101 | 17 | 84 | 168 | 58 | 110 | 894 | 227 | 667 |
| $27,500 - $29,999 | 48,436 | 32,880 | 15,556 | 331 | 201 | 130 | 815 | 645 | 170 | 4,517 | 3,524 | 993 |
| $30,000 - $34,999 | 17,221 | 12,380 | 4,834 | 95 | 70 | 25 | 287 | 239 | 48 | 1,519 | 1,205 | 314 |
| $35,000 - $39,999 | 24,506 | 22,132 | 2,374 | 119 | 109 | 10 | 337 | 312 | 25 | 937 | 816 | 121 |
| $40,000 - $49,999 | 17,093 | 13,050 | 4,043 | 56 | 44 | 12 | 186 | 161 | 25 | 1,055 | 885 | 170 |
| $50,000 - $69,999 | 7,392 | 6,344 | 1,048 | 23 | 21 | 2 | 79 | 70 | 9 | 358 | 336 | 22 |
| $70,000 and over<br>$70,000 et plus | 1,407 | 1,303 | 104 | 1 | 1 | 0 | 16 | 15 | 1 | 18 | 18 | 0 |
| Total number of employees<br>Nombre total des salariés | 156,242 | 98,345 | 57,890 | 951 | 522 | 429 | 2,271 | 1,648 | 623 | 10,988 | 7,411 | 3,577 |

Table 6.11
Tableau 6.11

## Salary distribution of the Designated Groups
## Distribution salariale des groupes désignés

Permanent part-time employees, total of all analysed data for the communications sector
Employés permanents à temps partiel, total des données analysées pour le secteur des communications

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $2,500<br>Moins de $2,500 | 529 | 340 | 189 | 0 | 0 | 0 | 1 | 1 | 0 | 12 | 8 | 4 |
| $2,500 - $4,999 | 695 | 424 | 271 | 1 | 1 | 0 | 3 | 1 | 2 | 26 | 14 | 12 |
| $5,000 - $7,499 | 551 | 245 | 306 | 2 | 2 | 0 | 4 | 0 | 4 | 21 | 4 | 17 |
| $7,500 - $9,999 | 1,214 | 655 | 559 | 0 | 0 | 0 | 10 | 8 | 2 | 127 | 79 | 48 |
| $10,000 - $12,499 | 670 | 309 | 361 | 4 | 0 | 4 | 6 | 4 | 2 | 29 | 17 | 12 |
| $12,500 - $14,999 | 601 | 222 | 379 | 0 | 0 | 0 | 8 | 4 | 4 | 26 | 12 | 14 |
| $15,000 - $17,499 | 804 | 203 | 601 | 4 | 0 | 4 | 6 | 1 | 5 | 25 | 9 | 16 |
| $17,500 - $19,999 | 866 | 198 | 668 | 8 | 0 | 8 | 14 | 3 | 11 | 22 | 10 | 12 |
| $20,000 - $24,999 | 1,356 | 317 | 1,039 | 9 | 1 | 8 | 9 | 2 | 7 | 53 | 17 | 36 |
| $25,000 - $29,999 | 9,350 | 2,618 | 6,732 | 100 | 22 | 78 | 140 | 55 | 85 | 1,113 | 348 | 765 |
| $30,000 - $39,999 | 133 | 82 | 51 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 0 | 1 |
| $40,000 - $49,999 | 6 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $50,000 and over<br>$50,000 et plus | 11 | 9 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees<br>Nombre total des salariés | 16,786 | 5,626 | 11,160 | 128 | 26 | 102 | 202 | 80 | 122 | 1,455 | 518 | 937 |

Table 6.12
Tableau 6.12

## Salary distribution of the Designated Group
## Distribution salariale des groupes désignés

Temporary employees, total of all analysed data for the communications sector
Employés temporaires, total des données analysées pour le secteur des communications

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $2,500<br>Moins de $2,500 | 76 | 39 | 37 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $2,500 - $4,999 | 68 | 27 | 41 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| $5,000 - $7,499 | 72 | 33 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $7,500 - $9,999 | 84 | 41 | 43 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $10,000 - $12,499 | 127 | 55 | 72 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| $12,500 - $14,999 | 74 | 35 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| $15,000 - $17,499 | 94 | 45 | 49 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| $17,500 - $19,999 | 201 | 99 | 102 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| $20,000 - $24,999 | 510 | 203 | 307 | 1 | 1 | 0 | 3 | 2 | 1 | 3 | 1 | 2 |
| $25,000 - $29,999 | 292 | 144 | 148 | 1 | 0 | 1 | 0 | 0 | 0 | 5 | 0 | 5 |
| $30,000 - $39,999 | 406 | 206 | 200 | 1 | 1 | 0 | 0 | 0 | 0 | 5 | 2 | 3 |
| $40,000 - $49,999 | 294 | 183 | 111 | 0 | 0 | 0 | 1 | 1 | 0 | 3 | 1 | 2 |
| $50,000 and over<br>$50,000 et plus | 138 | 100 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees<br>Nombre total des salariés | 2,436 | 1,210 | 1,226 | 5 | 4 | 1 | 7 | 6 | 1 | 21 | 6 | 15 |

Table 6.13
Tableau 6.13

## Salary distribution of the Designated Groups
## Distribution salariale des groupes désignés

Permanent full-time employees, total of all analysed data for other sectors covered under the Act
Employés permanents à temps plein, total des données analysées pour les autres secteurs assujettis à la loi

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $10,000<br>Moins de $10,000 | 221 | 113 | 108 | 1 | 1 | 0 | 0 | 0 | 0 | 6 | 4 | 2 |
| $10,000 - $14,999 | 1,677 | 587 | 1,090 | 13 | 7 | 6 | 13 | 4 | 9 | 42 | 20 | 22 |
| $15,000 - $17,499 | 2,095 | 639 | 1,456 | 11 | 4 | 7 | 28 | 14 | 14 | 81 | 21 | 60 |
| $17,500 - $19,999 | 4,517 | 1,360 | 3,157 | 56 | 11 | 45 | 71 | 27 | 44 | 318 | 78 | 240 |
| $20,000 - $22,499 | 6,514 | 1,813 | 4,701 | 47 | 13 | 34 | 111 | 46 | 65 | 540 | 120 | 420 |
| $22,500 - $24,999 | 10,966 | 2,322 | 8,644 | 97 | 23 | 74 | 160 | 57 | 103 | 703 | 157 | 546 |
| $25,000 - $27,499 | 14,197 | 3,422 | 10,775 | 101 | 17 | 84 | 168 | 58 | 110 | 894 | 227 | 667 |
| $27,500 - $29,999 | 48,436 | 32,880 | 15,556 | 331 | 201 | 130 | 815 | 645 | 170 | 4,517 | 3,524 | 993 |
| $30,000 - $34,999 | 17,221 | 12,380 | 4,834 | 95 | 70 | 25 | 287 | 239 | 48 | 1,519 | 1,205 | 314 |
| $35,000 - $39,999 | 24,506 | 22,132 | 2,374 | 119 | 109 | 10 | 337 | 312 | 25 | 937 | 816 | 121 |
| $40,000 - $49,999 | 17,093 | 13,050 | 4,043 | 56 | 44 | 12 | 186 | 161 | 25 | 1,055 | 885 | 170 |
| $50,000 - $69,999 | 7,392 | 6,344 | 1,048 | 23 | 21 | 2 | 79 | 70 | 9 | 358 | 336 | 22 |
| $70,000 and over<br>$70,000 et plus | 1,407 | 1,303 | 104 | 1 | 1 | 0 | 16 | 15 | 1 | 18 | 18 | 0 |
| Total number of employees<br>Nombre total des salariés | 156,242 | 98,345 | 57,890 | 951 | 522 | 429 | 2,271 | 1,648 | 623 | 10,988 | 7,411 | 3,577 |

Table 6.14
Tableau 6.14

## Salary distribution of the Designated Group
## Distribution salariale des groupes désignés

Permanent part-time employees, total of all analysed data for other sectors covered under the Act
Employés permanents à temps partiel, total des données analysées pour les autres secteurs assujettis à la loi

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $2,500<br>Moins de $2,500 | 52 | 19 | 33 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 2 |
| $2,500 - $4,999 | 306 | 231 | 75 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 4 | 6 |
| $5,000 - $7,499 | 132 | 74 | 58 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $7,500 - $9,999 | 222 | 138 | 84 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 0 |
| $10,000 - $12,499 | 318 | 180 | 168 | 1 | 1 | 0 | 3 | 2 | 1 | 2 | 1 | 1 |
| $12,500 - $14,999 | 218 | 119 | 96 | 0 | 0 | 0 | 1 | 0 | 1 | 5 | 2 | 3 |
| $15,000 - $17,499 | 108 | 51 | 57 | 0 | 0 | 0 | 1 | 1 | 0 | 9 | 4 | 5 |
| $17,500 - $19,999 | 101 | 59 | 42 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 3 | 6 |
| $20,000 - $24,999 | 239 | 170 | 69 | 0 | 0 | 0 | 1 | 1 | 0 | 8 | 3 | 5 |
| $25,000 - $29,999 | 24 | 7 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| $30,000 - $39,999 | 56 | 42 | 14 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| $40,000 - $49,999 | 7 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $50,000 and over<br>$50,000 et plus | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees<br>Nombre total des salariés | 1,783 | 1,090 | 720 | 1 | 1 | 0 | 9 | 6 | 3 | 47 | 18 | 29 |

Table 6.15
Tableau 6.15

## Salary distribution of the Designated Group
## Distribution salariale des groupes désignés

Temporary employees, total of all analysed data for other sectors covered under the Act
Employés temporaires, total des données analysées pour les autres secteurs assujettis à la loi

| Salary Range<br>Echelle de rémunération | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Under $2,500<br>Moins de $2,500 | 9 | 9 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $2,500 - $4,999 | 39 | 37 | 2 | 2 | 2 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| $5,000 - $7,499 | 67 | 48 | 19 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $7,500 - $9,999 | 35 | 22 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| $10,000 - $12,499 | 29 | 20 | 9 | 1 | 1 | 0 | 1 | 1 | 0 | 2 | 2 | 0 |
| $12,500 - $14,999 | 29 | 19 | 10 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| $15,000 - $17,499 | 32 | 20 | 12 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $17,500 - $19,999 | 34 | 23 | 11 | 0 | 0 | 0 | 2 | 1 | 1 | 1 | 1 | 0 |
| $20,000 - $24,999 | 48 | 43 | 5 | 1 | 1 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| $25,000 - $29,999 | 9 | 7 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $30,000 - $39,999 | 20 | 11 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $40,000 - $49,999 | 18 | 13 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $50,000 and over<br>$50,000 et plus | 15 | 9 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees<br>Nombre total des salariés | 384 | 281 | 103 | 9 | 9 | 0 | 6 | 5 | 1 | 7 | 6 | 1 |

Table 7.1
Tableau 7.1

## Distribution of the Designated Groups in Hirings by Occupational Group
## Distribution des groupes désignés dans le recrutement par catégorie professionnelle

Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 262 | 242 | 20 | 0 | 0 | 0 | 1 | 1 | 0 | 13 | 13 | 0 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 3,538 | 2,473 | 1,065 | 9 | 7 | 2 | 28 | 22 | 6 | 278 | 193 | 85 |
| Professionals<br>Professionnels | 2,933 | 1,935 | 998 | 6 | 4 | 2 | 24 | 16 | 8 | 337 | 228 | 109 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 2,589 | 1,985 | 604 | 10 | 8 | 2 | 11 | 9 | 2 | 76 | 57 | 19 |
| Supervisors<br>Surveillants | 729 | 405 | 324 | 4 | 2 | 2 | 8 | 5 | 3 | 48 | 27 | 21 |
| Foremen/women<br>Contremaîtres | 475 | 441 | 34 | 2 | 2 | 0 | 4 | 4 | 0 | 11 | 11 | 0 |
| Clerical workers<br>Employés de bureau | 16,455 | 3,216 | 13,240 | 106 | 20 | 86 | 123 | 31 | 92 | 1,429 | 360 | 1,069 |
| Sales workers<br>Employés du secteur de la vente | 1,583 | 1,027 | 556 | 23 | 15 | 8 | 5 | 4 | 1 | 37 | 27 | 10 |
| Service workers<br>Employés du secteur des services | 1,097 | 574 | 523 | 10 | 5 | 5 | 7 | 5 | 2 | 69 | 49 | 20 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 3,610 | 3,526 | 84 | 17 | 17 | 0 | 28 | 27 | 1 | 97 | 95 | 2 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 9,388 | 8,824 | 564 | 56 | 48 | 8 | 23 | 21 | 2 | 142 | 124 | 18 |
| Other manual workers<br>Autres travailleurs manuels | 6,986 | 6,392 | 595 | 67 | 55 | 11 | 61 | 22 | 39 | 109 | 88 | 21 |
| Total number of employees<br>Nombre total des salariés | 49,645 | 31,040 | 18,607 | 310 | 183 | 126 | 323 | 167 | 156 | 2,646 | 1,272 | 1,374 |

Table 7.2
Tableau 7.2

## Distribution of the Designated Groups in Hirings by Occupational Group
## Distribution des groupes désignés dans le recrutement par catégorie professionnelle

Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 66 | 18 | 48 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Professionals<br>Professionnels | 54 | 22 | 32 | 1 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 655 | 472 | 183 | 1 | 1 | 0 | 3 | 3 | 0 | 10 | 7 | 3 |
| Supervisors<br>Surveillants | 29 | 3 | 26 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Foremen/women<br>Contremaîtres | 11 | 9 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Clerical workers<br>Employés de bureau | 12,221 | 1,628 | 10,593 | 59 | 9 | 50 | 74 | 16 | 58 | 761 | 169 | 592 |
| Sales workers<br>Employés du secteur de la vente | 642 | 196 | 446 | 6 | 2 | 4 | 0 | 0 | 0 | 23 | 9 | 14 |
| Service workers<br>Employés du secteur des services | 512 | 180 | 332 | 1 | 1 | 0 | 1 | 1 | 0 | 13 | 3 | 10 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 602 | 545 | 57 | 1 | 1 | 0 | 2 | 2 | 0 | 8 | 8 | 0 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 3,296 | 2,650 | 646 | 13 | 10 | 3 | 18 | 16 | 2 | 204 | 162 | 42 |
| Other manual workers<br>Autres travailleurs manuels | 4,702 | 4,236 | 466 | 7 | 5 | 2 | 23 | 20 | 3 | 347 | 333 | 14 |
| Total number of employees<br>Nombre total des salariés | 22,791 | 9,960 | 12,831 | 89 | 30 | 59 | 122 | 59 | 63 | 1,372 | 691 | 681 |

Table 7.3
Tableau 7.3

## Distribution of the Designated Groups in Hirings by Occupational Group
## Distribution des groupes désignés dans le recrutement par catégorie professionnelle

Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 42 | 21 | 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals<br>Professionnels | 609 | 340 | 269 | 2 | 1 | 1 | 0 | 0 | 0 | 6 | 3 | 3 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 780 | 407 | 373 | 2 | 2 | 0 | 1 | 1 | 0 | 9 | 3 | 6 |
| Supervisors<br>Surveillants | 9 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women<br>Contremaîtres | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers<br>Employés de bureau | 534 | 92 | 442 | 2 | 0 | 2 | 4 | 2 | 2 | 59 | 13 | 46 |
| Sales workers<br>Employés du secteur de la vente | 11 | 5 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Service workers<br>Employés du secteur des services | 72 | 37 | 35 | 1 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 107 | 99 | 8 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 419 | 411 | 8 | 2 | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 0 |
| Other manual workers<br>Autres travailleurs manuels | 1,337 | 1,251 | 86 | 8 | 8 | 0 | 5 | 5 | 0 | 4 | 4 | 0 |
| Total number of employees<br>Nombre total des salariés | 3,928 | 2,673 | 1,255 | 19 | 15 | 4 | 11 | 9 | 2 | 81 | 25 | 56 |

Table 8.1
Tableau 8.1

## Representation in Hirings and Overall Representation for the Designated Groups by Occupational Group
## Représentation dans le recrutement et représentation en général des groupes désignés par catégorie professionnelle

Permanent full-time employees, total of all analysed data / Employés permanents à temps plein, total des données analysées

| Occupational Group<br>Catégorie professionnelle | Men<br>Hommes | | Women<br>Femmes | | Aboriginal peoples<br>Autochtones | | Persons with disabilities<br>Personnes handicapées | | Members of visible minorities<br>Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Hirings*<br>Recrutement | Workforce*<br>Effectif total | Hirings*<br>Recrutement | Workforce*<br>Effectif total | Hirings*<br>Recrutement | Workforce*<br>Effectif total | Hirings*<br>Recrutement | Workforce*<br>Effectif total | Hirings*<br>Recrutement | Workforce*<br>Effectif total |
| Upper-level managers<br>Cadres supérieurs | 92.4% | 95.4% | 7.6% | 4.6% | 0.0% | 0.3% | 0.4% | 1.6% | 5.0% | 2.6% |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 69.9% | 69.6% | 30.1% | 30.4% | 0.3% | 0.3% | 0.8% | 1.5% | 7.9% | 5.1% |
| Professionals<br>Professionnels | 66.0% | 61.5% | 34.0% | 38.5% | 0.2% | 0.3% | 0.8% | 1.6% | 11.5% | 10.9% |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 76.7% | 81.6% | 23.3% | 18.4% | 0.4% | 0.5% | 0.4% | 1.5% | 2.9% | 3.1% |
| Supervisors<br>Surveillants | 55.6% | 40.3% | 44.4% | 59.7% | 0.5% | 0.6% | 1.1% | 1.7% | 6.6% | 8.0% |
| Foremen/women<br>Contremaîtres | 92.8% | 95.9% | 7.2% | 4.1% | 0.4% | 1.0% | 0.8% | 2.0% | 2.3% | 5.1% |
| Clerical workers<br>Employés de bureau | 19.5% | 15.7% | 80.5% | 84.3% | 0.6% | 0.7% | 0.7% | 1.7% | 8.7% | 8.5% |
| Sales workers<br>Employés du secteur de la vente | 64.9% | 58.3% | 35.1% | 41.7% | 1.5% | 0.6% | 0.3% | 1.2% | 2.3% | 4.6% |
| Service workers<br>Employés du secteur des services | 52.3% | 48.8% | 47.7% | 51.2% | 0.9% | 0.5% | 0.6% | 1.2% | 6.3% | 3.4% |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 97.7% | 98.7% | 2.3% | 1.3% | 0.5% | 0.6% | 0.8% | 1.8% | 2.7% | 3.7% |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 94.0% | 86.5% | 6.0% | 13.5% | 0.6% | 0.9% | 0.2% | 1.7% | 1.5% | 5.3% |
| Other manual workers<br>Autres travailleurs manuels | 91.5% | 96.1% | 8.5% | 3.9% | 1.0% | 1.1% | 0.9% | 1.9% | 1.6% | 1.8% |

* Representation in hirings is the designated groups' share of total hirings, whereas overall representation is the groups' share of the workforce.

* Représentation dans le recrutement présente la part des groupes désignés dans le recrutement, alors que représentation en général présente la part des groupes de l'effectif total.

Table 8.2
Tableau 8.2

## Representation in Hirings and Overall Representation for the Designated Groups by Occupational Group
## Représentation dans le recrutement et représentation en général des groupes désignés par catégorie professionnelle

Permanent part-time employees, total of all analysed data / Employés permanents à temps partiel, total des données analysées

| Occupational Group<br>Catégorie professionnelle | Men<br>Hommes | | Women<br>Femmes | | Aboriginal peoples<br>Autochtones | | Persons with disabilities<br>Personnes handicapées | | Members of visible minorities<br>Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Hirings*<br>Recrutement | Workforce*<br>Effectif total | Hirings*<br>Recrutement | Workforce*<br>Effectif total | Hirings*<br>Recrutement | Workforce*<br>Effectif total | Hirings*<br>Recrutement | Workforce*<br>Effectif total | Hirings*<br>Recrutement | Workforce*<br>Effectif total |
| Upper-level managers<br>Cadres supérieurs | 100.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 27.3% | 13.1% | 72.7% | 86.9% | 0.0% | 0.0% | 0.0% | 1.6% | 1.5% | 7.3% |
| Professionals<br>Professionnels | 40.7% | 26.5% | 59.3% | 73.5% | 1.9% | 0.3% | 0.0% | 1.4% | 5.6% | 5.1% |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 72.1% | 73.5% | 27.9% | 26.5% | 0.2% | 0.1% | 0.5% | 0.9% | 1.5% | 1.3% |
| Supervisors<br>Surveillants | 10.3% | 27.7% | 89.7% | 72.3% | 0.0% | 1.1% | 0.0% | 0.4% | 6.9% | 6.1% |
| Foremen/women<br>Contremaîtres | 81.8% | 87.1% | 18.2% | 12.9% | 0.0% | 0.0% | 9.1% | 6.5% | 0.0% | 0.0% |
| Clerical workers<br>Employés de bureau | 13.3% | 7.0% | 86.7% | 93.0% | 0.5% | 0.6% | 0.6% | 1.3% | 6.2% | 5.8% |
| Sales workers<br>Employés du secteur de la vente | 30.5% | 24.8% | 69.5% | 75.2% | 0.9% | 0.4% | 0.0% | 0.4% | 3.6% | 4.5% |
| Service workers<br>Employés du secteur des services | 35.2% | 41.2% | 64.8% | 58.8% | 0.2% | 0.2% | 0.2% | 0.6% | 2.5% | 3.8% |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 90.5% | 89.5% | 9.5% | 10.5% | 0.2% | 0.6% | 0.3% | 0.6% | 1.3% | 3.2% |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 80.4% | 45.4% | 19.6% | 54.6% | 0.4% | 0.9% | 0.5% | 1.2% | 6.2% | 9.5% |
| Other manual workers<br>Autres travailleurs manuels | 90.1% | 89.5% | 9.9% | 10.5% | 0.1% | 0.3% | 0.5% | 0.8% | 7.4% | 5.0% |

* Representation in hirings is the designated groups' share of total hirings, whereas overall representation is the groups' share of the workforce.

* Représentation dans le recrutement présente la part des groupes désignés dans le recrutement, alors que représentation en général présente la part des groupes de l'effectif total.

Table 8.3
Tableau 8.3

## Representation in Hirings and Overall Representation for the Designated Groups by Occupational Group
## Représentation dans le recrutement et représentation en général des groupes désignés par catégorie professionnelle

Temporary employees, total of all analysed data / Employés temporaires, total des données analysées

| Occupational Group / Catégorie professionnelle | Men / Hommes | | Women / Femmes | | Aboriginal peoples / Autochtones | | Persons with disabilities / Personnes handicapées | | Members of visible minorities / Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Hirings* Recrutement | Workforce* Effectif total | Hirings* Recrutement | Workforce* Effectif total | Hirings* Recrutement | Workforce* Effectif total | Hirings* Recrutement | Workforce* Effectif total | Hirings* Recrutement | Workforce* Effectif total |
| Upper-level managers / Cadres supérieurs | 0.0% | 50.0% | 100.0% | 50.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Middle or other managers / Cadres intermédiaires et autres cadres | 50.0% | 53.8% | 50.0% | 46.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 3.2% |
| Professionals / Professionnels | 55.8% | 57.0% | 44.2% | 43.0% | 0.3% | 0.2% | 0.0% | 0.1% | 1.0% | 0.8% |
| Semi-professionals and technicians / Semi-professionnels et techniciens | 52.2% | 52.2% | 47.8% | 47.8% | 0.3% | 0.2% | 0.1% | 0.0% | 1.2% | 0.9% |
| Supervisors / Surveillants | 33.3% | 60.0% | 66.7% | 40.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Foremen/women / Contremaîtres | 100.0% | 93.1% | 0.0% | 6.9% | 0.0% | 10.3% | 0.0% | 0.0% | 0.0% | 0.0% |
| Clerical workers / Employés de bureau | 17.2% | 15.9% | 82.8% | 84.1% | 0.4% | 0.5% | 0.7% | 0.6% | 11.0% | 8.1% |
| Sales workers / Employés du secteur de la vente | 45.5% | 59.1% | 54.5% | 40.9% | 0.0% | 0.0% | 0.0% | 0.0% | 9.1% | 9.1% |
| Service workers / Employés du secteur des services | 51.4% | 70.2% | 48.6% | 29.8% | 1.4% | 0.6% | 1.4% | 0.8% | 0.0% | 0.6% |
| Skilled crafts and trades workers / Travailleurs qualifiés et artisans | 92.5% | 95.8% | 7.5% | 4.2% | 1.9% | 0.3% | 0.0% | 1.0% | 0.0% | 0.3% |
| Semi-skilled manual workers / Travailleurs manuels spécialisés | 98.1% | 90.7% | 1.9% | 9.3% | 0.5% | 0.9% | 0.0% | 0.3% | 0.5% | 0.6% |
| Other manual workers / Autres travailleurs manuels | 93.6% | 92.9% | 6.4% | 7.1% | 0.6% | 1.1% | 0.4% | 0.6% | 0.3% | 0.3% |

* Representation in hirings is the designated groups' share of total hirings, whereas overall representation is the groups' share of the workforce.

* Représentation dans le recrutement présente la part des groupes désignés dans le recrutement, alors que représentation en général présente la part des groupes de l'effectif total.

Table 9.1
Tableau 9.1

## Distribution of the Designated Groups among Promoted Employees by Occupational Group
## Distribution des groupes désignés parmi les employés promus par catégorie professionnelle

Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 498 | 456 | 42 | 1 | 1 | 0 | 6 | 6 | 0 | 13 | 11 | 2 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 15,822 | 9,870 | 5,952 | 51 | 24 | 27 | 247 | 189 | 58 | 904 | 488 | 416 |
| Professionals<br>Professionnels | 6,467 | 2,948 | 3,519 | 23 | 5 | 18 | 107 | 55 | 52 | 708 | 353 | 355 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 2,628 | 1,808 | 820 | 12 | 10 | 2 | 25 | 22 | 3 | 113 | 60 | 53 |
| Supervisors<br>Surveillants | 4,053 | 1,152 | 2,906 | 20 | 4 | 16 | 73 | 24 | 49 | 386 | 90 | 296 |
| Foremen/women<br>Contremaîtres | 2,455 | 2,322 | 133 | 25 | 25 | 0 | 28 | 28 | 0 | 116 | 110 | 6 |
| Clerical workers<br>Employés de bureau | 21,791 | 3,314 | 18,477 | 166 | 27 | 139 | 284 | 63 | 221 | 2,162 | 355 | 1,807 |
| Sales workers<br>Employés du secteur de la vente | 815 | 382 | 433 | 2 | 1 | 1 | 7 | 4 | 3 | 38 | 17 | 21 |
| Service workers<br>Employés du secteur des services | 181 | 149 | 32 | 2 | 1 | 1 | 1 | 1 | 0 | 6 | 4 | 2 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 3,198 | 3,125 | 73 | 26 | 26 | 0 | 50 | 50 | 0 | 90 | 88 | 2 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 4,384 | 3,885 | 499 | 41 | 34 | 7 | 57 | 48 | 9 | 165 | 141 | 24 |
| Other manual workers<br>Autres travailleurs manuels | 1,686 | 1,611 | 75 | 19 | 17 | 2 | 25 | 24 | 1 | 30 | 29 | 1 |
| Total number of employees<br>Nombre total des salariés | 63,978 | 31,022 | 32,961 | 388 | 175 | 213 | 910 | 514 | 396 | 4,731 | 1,746 | 2,985 |

Table 9.2
Tableau 9.2

## Distribution of the Designated Groups among Promoted Employees by Occupational Group
## Distribution des groupes désignés parmi les employés promus par catégorie professionnelle

Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 88 | 11 | 77 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals<br>Professionnels | 65 | 3 | 62 | 0 | 0 | 0 | 3 | 0 | 3 | 3 | 1 | 2 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 32 | 18 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Supervisors<br>Surveillants | 77 | 38 | 39 | 1 | 0 | 1 | 0 | 0 | 0 | 7 | 2 | 5 |
| Foremen/women<br>Contremaîtres | 14 | 12 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers<br>Employés de bureau | 2,655 | 189 | 2,466 | 12 | 0 | 12 | 37 | 6 | 31 | 175 | 26 | 149 |
| Sales workers<br>Employés du secteur de la vente | 24 | 8 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| Service workers<br>Employés du secteur des services | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 14 | 11 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 506 | 307 | 199 | 1 | 0 | 1 | 10 | 6 | 4 | 25 | 14 | 11 |
| Other manual workers<br>Autres travailleurs manuels | 204 | 190 | 14 | 0 | 0 | 0 | 1 | 1 | 0 | 3 | 3 | 0 |
| Total number of employees<br>Nombre total des salariés | 3,682 | 789 | 2,893 | 15 | 0 | 15 | 51 | 13 | 38 | 216 | 47 | 169 |

Table 9.3
Tableau 9.3

## Distribution of the Designated Groups among Promoted Employees by Occupational Group
## Distribution des groupes désignés parmi les employés promus par catégorie professionnelle

Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 4 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals<br>Professionnels | 4 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 6 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Supervisors<br>Surveillants | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women<br>Contremaîtres | 8 | 8 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers<br>Employés de bureau | 47 | 4 | 43 | 0 | 0 | 0 | 2 | 1 | 1 | 1 | 0 | 1 |
| Sales workers<br>Employés du secteur de la vente | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers<br>Employés du secteur des services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 4 | 4 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 34 | 27 | 7 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other manual workers<br>Autres travailleurs manuels | 15 | 13 | 2 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees<br>Nombre total des salariés | 125 | 67 | 58 | 6 | 6 | 0 | 2 | 1 | 1 | 1 | 0 | 1 |

Table 10.1
Tableau 10.1

## Representation among Employees Promoted and Overall Representation for the Designated Groups by Occupational Group

## Représentation parmi les employés promus et représentation en général des groupes désignés par catégorie professionnelle

Permanent full-time employees, total of all analysed data / Employés permanents à temps plein, total des données analysées

| Occupational Group / Catégorie professionnelle | Men / Hommes | | Women / Femmes | | Aboriginal peoples / Autochtones | | Persons with disabilities / Personnes handicapées | | Members of visible minorities / Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Employees* promoted / Employés promus | Workforce* / Effectif total | Employees* promoted / Employés promus | Workforce* / Effectif total | Employees* promoted / Employés promus | Workforce* / Effectif total | Employees* promoted / Employés promus | Workforce* / Effectif total | Employees* promoted / Employés promus | Workforce* / Effectif total |
| Upper-level managers / Cadres supérieurs | 91.6% | 95.4% | 8.4% | 4.6% | 0.2% | 0.3% | 1.2% | 1.6% | 2.6% | 2.6% |
| Middle or other managers / Cadres intermédiaires et autres cadres | 62.4% | 69.6% | 37.6% | 30.4% | 0.3% | 0.3% | 1.6% | 1.5% | 5.7% | 5.1% |
| Professionals / Professionnels | 45.6% | 61.5% | 54.4% | 38.5% | 0.4% | 0.3% | 1.7% | 1.6% | 10.9% | 10.9% |
| Semi-professionals and technicians / Semi-professionnels et techniciens | 68.8% | 81.6% | 31.2% | 18.4% | 0.5% | 0.5% | 1.0% | 1.5% | 4.3% | 3.1% |
| Supervisors / Surveillants | 28.4% | 40.3% | 71.7% | 59.7% | 0.5% | 0.6% | 1.8% | 1.7% | 9.5% | 8.0% |
| Foremen/women / Contremaîtres | 94.6% | 95.9% | 5.4% | 4.1% | 1.0% | 1.0% | 1.1% | 2.0% | 4.7% | 5.1% |
| Clerical workers / Employés de bureau | 15.2% | 15.7% | 84.8% | 84.3% | 0.8% | 0.7% | 1.3% | 1.7% | 9.9% | 8.5% |
| Sales workers / Employés du secteur de la vente | 46.9% | 58.3% | 53.1% | 41.7% | 0.2% | 0.6% | 0.9% | 1.2% | 4.7% | 4.6% |
| Service workers / Employés du secteur des services | 82.3% | 48.8% | 17.7% | 51.2% | 1.1% | 0.5% | 0.6% | 1.2% | 3.3% | 3.4% |
| Skilled crafts and trades workers / Travailleurs qualifiés et artisans | 97.7% | 98.7% | 2.3% | 1.3% | 0.8% | 0.6% | 1.6% | 1.8% | 2.8% | 3.7% |
| Semi-skilled manual workers / Travailleurs manuels spécialisés | 88.6% | 86.5% | 11.4% | 13.5% | 0.9% | 0.9% | 1.3% | 1.7% | 3.8% | 5.3% |
| Other manual workers / Autres travailleurs manuels | 95.6% | 96.1% | 4.4% | 3.9% | 1.1% | 1.1% | 1.5% | 1.9% | 1.8% | 1.8% |

* Representation among employees promoted is the designated groups' share of total hirings, whereas overall representation is the groups' share of the workforce.

* Représentation parmi les employés promus présente la part des groupes désignés dans les promotions, alors que représentation en général présente la part des groupes de l'effectif total.

Table 10.2
Tableau 10.2

## Representation among Employees Promoted and Overall Representation for the Designated Groups by Occupational Group

## Représentation parmi les employés promus et représentation en général des groupes désignés par catégorie professionnelle

Permanent part-time employees, total of all analysed data / Employés permanents à temps partiel, total des données analysées

| Occupational Group<br>Catégorie professionnelle | Men<br>Hommes | | Women<br>Femmes | | Aboriginal peoples<br>Autochtones | | Persons with disabilities<br>Personnes handicapées | | Members of visible minorities<br>Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Employees* promoted<br>Employés promus | Workforce* Effectif total | Employees* promoted<br>Employés promus | Workforce* Effectif total | Employees* promoted<br>Employés promus | Workforce* Effectif total | Employees* promoted<br>Employés promus | Workforce* Effectif total | Employees* promoted<br>Employés promus | Workforce* Effectif total |
| Upper-level managers<br>Cadres supérieurs | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 12.5% | 13.1% | 87.5% | 86.9% | 0.0% | 0.0% | 0.0% | 1.6% | 0.0% | 7.3% |
| Professionals<br>Professionnels | 4.6% | 26.5% | 95.4% | 73.5% | 0.0% | 0.3% | 4.6% | 1.4% | 4.6% | 5.1% |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 56.3% | 73.5% | 43.8% | 26.5% | 0.0% | 0.1% | 0.0% | 0.9% | 3.1% | 1.3% |
| Supervisors<br>Surveillants | 49.4% | 27.7% | 50.6% | 72.3% | 1.3% | 1.1% | 0.0% | 0.4% | 9.1% | 6.1% |
| Foremen/women<br>Contremaîtres | 85.7% | 87.1% | 14.3% | 12.9% | 0.0% | 0.0% | 0.0% | 6.5% | 0.0% | 0.0% |
| Clerical workers<br>Employés de bureau | 7.1% | 7.0% | 92.9% | 93.0% | 0.5% | 0.6% | 1.4% | 1.3% | 6.6% | 5.8% |
| Sales workers<br>Employés du secteur de la vente | 33.3% | 24.8% | 66.7% | 75.2% | 0.0% | 0.4% | 0.0% | 0.4% | 8.3% | 4.5% |
| Service workers<br>Employés du secteur des services | 66.7% | 41.2% | 33.3% | 58.8% | 0.0% | 0.2% | 0.0% | 0.6% | 0.0% | 3.8% |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 78.6% | 89.5% | 21.4% | 10.5% | 7.1% | 0.6% | 0.0% | 0.6% | 0.0% | 3.2% |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 60.7% | 45.4% | 39.3% | 54.6% | 0.2% | 0.9% | 2.0% | 1.2% | 4.9% | 9.5% |
| Other manual workers<br>Autres travailleurs manuels | 93.1% | 89.5% | 6.9% | 10.5% | 0.0% | 0.3% | 0.5% | 0.8% | 1.5% | 5.0% |

* Representation among employees promoted is the designated groups' share of total hirings, whereas overall representation is the groups' share of the workforce.

* Représentation parmi les employés promus présente la part des groupes désignés dans les promotions, alors que représentation en général présente la part des groupes de l'effectif total.

Table 10.3
Tableau 10.3

## Representation among Employees Promoted and Overall Representation for the Designated Grops by Occupational Group
## Représentation parmi les employés promus et représentation en général des groupes désignés par catégorie professionnelle

Temporary employees, total of all analysed data / Employés temporaires, total des données analysées

| Occupational Group<br>Catégorie professionnelle | Men<br>Hommes | | Women<br>Femmes | | Aboriginal peoples<br>Autochtones | | Persons with disabilities<br>Personnes handicapées | | Members of visible minorities<br>Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Employees* promoted<br>Employés promus | Workforce*<br>Effectif total | Employees* promoted<br>Employés promus | Workforce*<br>Effectif total | Employees* promoted<br>Employés promus | Workforce*<br>Effectif total | Employees* promoted<br>Employés promus | Workforce*<br>Effectif total | Employees* promoted<br>Employés promus | Workforce*<br>Effectif total |
| Upper-level managers<br>Cadres supérieurs | 66.7% | 50.0% | 33.3% | 50.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 75.0% | 53.8% | 25.0% | 46.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 3.2% |
| Professionals<br>Professionnels | 50.0% | 57.0% | 50.0% | 43.0% | 0.0% | 0.2% | 0.0% | 0.1% | 0.0% | 0.8% |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 66.7% | 52.2% | 33.3% | 47.8% | 0.0% | 0.2% | 0.0% | 0.0% | 0.0% | 0.9% |
| Supervisors<br>Surveillants | 0.0% | 60.0% | 0.0% | 40.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| Foremen/women<br>Contremaîtres | 100.0% | 93.1% | 0.0% | 6.9% | 12.5% | 10.3% | 0.0% | 0.0% | 0.0% | 0.0% |
| Clerical workers<br>Employés de bureau | 8.5% | 15.9% | 91.5% | 84.1% | 0.0% | 0.5% | 4.3% | 0.6% | 2.1% | 8.1% |
| Sales workers<br>Employés du secteur de la vente | 0.0% | 59.1% | 0.0% | 40.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 9.1% |
| Service workers<br>Employés du secteur des services | 0.0% | 70.2% | 0.0% | 29.8% | 0.0% | 0.6% | 0.00% | 0.8% | 0.0% | 0.6% |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 100.0% | 95.8% | 0.0% | 4.2% | 25.0% | 0.3% | 0.0% | 1.0% | 0.0% | 0.3% |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 79.4% | 90.7% | 20.6% | 9.3% | 2.9% | 0.9% | 0.0% | 0.3% | 0.0% | 0.6% |
| Other manual workers<br>Autres travailleurs manuels | 86.7% | 92.9% | 13.3% | 7.1% | 20.0% | 1.1% | 0.0% | 0.6% | 0.0% | 0.3% |

* Representation among employees promoted is the designated groups' share of total hirings, whereas overall representation is the groups' share of the workforce.

* Représentation parmi les employés promus présente la part des groupes désignés dans les promotions alors que représentation en général présente la part des groupes de l'effectif total.

Table 11.1
Tableau 11.1

## Distribution of the Designated Groups in Terminations of Employment by Occupational Group
## Distribution des groupes désignés dans la cessation de fonctions par catégorie professionnelle

Permanent full-time employees, total of all analysed data
Employés permanents à temps plein, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 411 | 386 | 25 | 1 | 1 | 0 | 3 | 3 | 0 | 7 | 5 | 2 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 4,892 | 3,748 | 1,144 | 13 | 8 | 5 | 69 | 57 | 12 | 145 | 104 | 41 |
| Professionals<br>Professionnels | 2,688 | 1,736 | 952 | 2 | 1 | 1 | 25 | 14 | 11 | 177 | 126 | 51 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 2,832 | 2,232 | 600 | 10 | 6 | 4 | 29 | 28 | 1 | 49 | 38 | 11 |
| Supervisors<br>Surveillants | 1,504 | 769 | 735 | 7 | 5 | 2 | 23 | 12 | 11 | 57 | 28 | 29 |
| Foremen/women<br>Contremaîtres | 1,069 | 1,030 | 39 | 7 | 7 | 0 | 24 | 24 | 0 | 11 | 10 | 1 |
| Clerical workers<br>Employés de bureau | 17,597 | 3,256 | 14,341 | 127 | 29 | 98 | 212 | 56 | 156 | 1,001 | 215 | 786 |
| Sales workers<br>Employés du secteur de la vente | 1,782 | 1,191 | 591 | 13 | 9 | 4 | 13 | 10 | 3 | 27 | 21 | 6 |
| Service workers<br>Employés du secteur des services | 1,251 | 714 | 537 | 3 | 2 | 1 | 10 | 6 | 4 | 55 | 42 | 13 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 4,313 | 4,231 | 82 | 15 | 15 | 0 | 78 | 78 | 0 | 79 | 77 | 2 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 10,956 | 10,217 | 740 | 66 | 57 | 9 | 108 | 98 | 10 | 173 | 150 | 23 |
| Other manual workers<br>Autres travailleurs manuels | 6,278 | 5,856 | 422 | 46 | 37 | 9 | 61 | 61 | 0 | 44 | 41 | 3 |
| Total number of employees<br>Nombre total des salariés | 55,573 | 35,366 | 20,208 | 310 | 177 | 133 | 655 | 447 | 208 | 1,825 | 857 | 968 |

Table 11.2
Tableau 11.2

## Distribution of the Designated Groups in Terminations of Employment by Occupational Group
## Distribution des groupes désignés dans la cessation de fonctions par catégorie professionnelle

Permanent part-time employees, total of all analysed data
Employés permanents à temps partiel, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 53 | 10 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 1 | 5 |
| Professionals<br>Professionnels | 27 | 3 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 424 | 292 | 132 | 0 | 0 | 0 | 2 | 1 | 1 | 3 | 2 | 1 |
| Supervisors<br>Surveillants | 31 | 9 | 22 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Foremen/women<br>Contremaîtres | 15 | 14 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers<br>Employés de bureau | 8,453 | 982 | 7,471 | 53 | 3 | 50 | 82 | 4 | 78 | 413 | 80 | 333 |
| Sales workers<br>Employés du secteur de la vente | 409 | 156 | 253 | 1 | 1 | 0 | 0 | 0 | 0 | 14 | 8 | 6 |
| Service workers<br>Employés du secteur des services | 366 | 130 | 216 | 1 | 1 | 0 | 1 | 1 | 0 | 11 | 6 | 5 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 168 | 153 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 1 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 2,217 | 1,696 | 521 | 7 | 5 | 3 | 13 | 10 | 3 | 89 | 61 | 28 |
| Other manual workers<br>Autres travailleurs manuels | 3,279 | 3,097 | 182 | 1 | 1 | 0 | 2 | 1 | 1 | 115 | 115 | 0 |
| Total number of employees<br>Nombre total des salariés | 15,443 | 6,542 | 8,881 | 63 | 11 | 53 | 101 | 17 | 84 | 654 | 275 | 379 |

## Distribution of the Designated Groups in Terminations of Employment by Occupational Group

Table 11.3
Tableau 11.3

## Distribution des groupes désignés dans la cessation de fonctions par catégorie professionnelle

Temporary employees, total of all analysed data
Employés temporaires, total des données analysées

| Occupational Group<br>Catégorie professionnelle | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Upper-level managers<br>Cadres supérieurs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 32 | 16 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 |
| Professionals<br>Professionnels | 370 | 208 | 162 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 1 |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 558 | 317 | 241 | 1 | 1 | 0 | 1 | 1 | 0 | 5 | 2 | 3 |
| Supervisors<br>Surveillants | 6 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women<br>Contremaîtres | 6 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers<br>Employés de bureau | 331 | 62 | 269 | 0 | 0 | 0 | 0 | 0 | 0 | 23 | 5 | 18 |
| Sales workers<br>Employés du secteur de la vente | 4 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers<br>Employés du secteur des services | 65 | 40 | 25 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 64 | 59 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 242 | 229 | 13 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other manual workers<br>Autres travailleurs manuels | 1,373 | 1,265 | 108 | 17 | 15 | 2 | 2 | 2 | 0 | 3 | 3 | 0 |
| Total number of employees<br>Nombre total des salariés | 3,051 | 2,208 | 843 | 21 | 16 | 5 | 4 | 4 | 0 | 37 | 15 | 22 |

Table 12.1
Tableau 12.1

## Representation in Terminations of Employment and Overall Representation for the Designated Groups by Occupational Group

## Représentation dans la cessation de fonctions et représentation en général des groupes désignés par catégorie professionnelle

Permanent full-time employees, total of all analysed data / Employés permanents à temps plein, total des données analysées

| Occupational Group<br>Catégorie professionnelle | Men<br>Hommes | | Women<br>Femmes | | Aboriginal peoples<br>Autochtones | | Persons with disabilities<br>Personnes handicapées | | Members of visible minorities<br>Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total |
| Upper-level managers<br>Cadres supérieurs | 93.9% | 95.4% | 6.1% | 4.6% | 0.2% | 0.3% | 0.7% | 1.6% | 1.7% | 2.6% |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 76.6% | 69.6% | 23.4% | 30.4% | 0.3% | 0.3% | 1.4% | 1.5% | 3.0% | 5.1% |
| Professionals<br>Professionnels | 64.6% | 61.5% | 35.4% | 38.5% | 0.0% | 0.3% | 0.9% | 1.6% | 6.6% | 10.9% |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 78.8% | 81.6% | 21.2% | 18.4% | 0.4% | 0.5% | 1.0% | 1.5% | 1.7% | 3.1% |
| Supervisors<br>Surveillants | 51.1% | 40.3% | 48.9% | 59.7% | 0.5% | 0.6% | 1.5% | 1.7% | 3.8% | 8.0% |
| Foremen/women<br>Contremaîtres | 96.4% | 95.9% | 3.6% | 4.1% | 0.7% | 1.0% | 2.2% | 2.0% | 1.0% | 5.1% |
| Clerical workers<br>Employés de bureau | 18.5% | 15.7% | 81.5% | 84.3% | 0.7% | 0.7% | 1.2% | 1.7% | 5.7% | 8.5% |
| Sales workers<br>Employés du secteur de la vente | 66.8% | 58.3% | 33.2% | 41.7% | 0.7% | 0.6% | 0.7% | 1.2% | 1.5% | 4.6% |
| Service workers<br>Employés du secteur des services | 57.1% | 48.8% | 42.9% | 51.2% | 0.2% | 0.5% | 0.8% | 1.2% | 4.4% | 3.4% |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 98.1% | 98.7% | 1.9% | 1.3% | 0.3% | 0.6% | 1.8% | 1.8% | 1.8% | 3.7% |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 93.3% | 86.5% | 6.8% | 13.5% | 0.6% | 0.9% | 1.0% | 1.7% | 1.6% | 5.3% |
| Other manual workers<br>Autres travailleurs manuels | 93.3% | 96.1% | 6.7% | 3.9% | 0.7% | 1.1% | 1.0% | 1.9% | 0.7% | 1.8% |

* Representation in terminations of employment is the designated groups' share of total terminations of employment whereas overall representation is the groups' share of the workforce.

* Représentation dans la cessation de fonctions présente la part des groupes désignés dans la cessation de fonctions, alors que représentation en général présente la part des groupes de l'effectif total.

Table 12.2
Tableau 12.2

## Representation in Terminations of Employment and Overall Representation for the Designated Groups by Occupational Group

## Représentation dans la cessation de fonctions et représentation en général des groupes désignés par catégorie professionnelle

Permanent part-time employees, total of all analysed data / Employés permanents à temps partiel, total des données analysées

| Occupational Group<br>Catégorie professionnelle | Men<br>Hommes | | Women<br>Femmes | | Aboriginal peoples<br>Autochtones | | Persons with disabilities<br>Personnes handicapées | | Members of visible minorities<br>Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total |
| Upper-level managers<br>Cadres supérieurs | 0.0% | 100.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 18.9% | 13.1% | 81.1% | 86.9% | 0.0% | 0.0% | 0.0% | 1.6% | 11.3% | 7.3% |
| Professionals<br>Professionnels | 11.1% | 26.5% | 88.9% | 73.5% | 0.0% | 0.3% | 0.0% | 1.4% | 0.0% | 5.1% |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 68.9% | 73.5% | 31.1% | 26.5% | 0.0% | 0.1% | 0.5% | 0.9% | 0.7% | 1.3% |
| Supervisors<br>Surveillants | 29.0% | 27.7% | 71.0% | 72.3% | 0.0% | 1.1% | 3.2% | 0.4% | 0.0% | 6.1% |
| Foremen/women<br>Contremaîtres | 93.3% | 87.1% | 6.7% | 12.9% | 0.0% | 0.0% | 0.0% | 6.5% | 0.0% | 0.0% |
| Clerical workers<br>Employés de bureau | 11.6% | 7.0% | 88.4% | 93.0% | 0.6% | 0.6% | 1.0% | 1.3% | 4.9% | 5.8% |
| Sales workers<br>Employés du secteur de la vente | 38.1% | 24.8% | 61.9% | 75.2% | 0.2% | 0.4% | 0.0% | 0.4% | 3.4% | 4.5% |
| Service workers<br>Employés du secteur des services | 35.5% | 41.2% | 59.0% | 58.8% | 0.3% | 0.2% | 0.3% | 0.6% | 3.0% | 3.8% |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 91.1% | 89.5% | 8.9% | 10.5% | 0.0% | 0.6% | 0.0% | 0.6% | 1.8% | 3.2% |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 76.5% | 45.4% | 23.5% | 54.6% | 0.3% | 0.9% | 0.6% | 1.2% | 4.0% | 9.5% |
| Other manual workers<br>Autres travailleurs manuels | 94.5% | 89.5% | 5.6% | 10.5% | 0.0% | 0.3% | 0.0% | 0.8% | 3.5% | 5.0% |

* Representation in terminations of employment is the designated groups' share of total terminations of employment whereas overall representation is the groups' share of the workforce.

* Représentation dans la cessation de fonctions présente la part des groupes désignés dans la cessation de fonctions, alors que représentation en général présente la part des groupes de l'effectif total.

Table 12.3
Tableau 12.3

## Representation in Terminations of Employment and Overall Representation for the Designated Groups by Occupational Group

## Représentation dans la cessation de fonctions et représentation en général des groupes désignés par catégorie professionnelle

Temporary employees, total of all analysed data / Employés temporaires, total des données analysées

| Occupational Group<br>Catégorie professionnelle | Men<br>Hommes | | Women<br>Femmes | | Aboriginal peoples<br>Autochtones | | Persons with disabilities<br>Personnes handicapées | | Members of visible minorities<br>Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total | Terminations* of functions Cessation de fonctions | Workforce* Effectif total |
| Upper-level managers<br>Cadres supérieurs | 0.0% | 50.0% | 0.0% | 50.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Middle or other managers<br>Cadres intermédiaires et autres cadres | 50.0% | 53.8% | 50.0% | 46.2% | 0.0% | 0.0% | 0.0% | 0.0% | 6.3% | 3.2% |
| Professionals<br>Professionnels | 56.2% | 57.0% | 43.8% | 43.0% | 0.0% | 0.2% | 0.0% | 0.1% | 1.1% | 0.8% |
| Semi-professionals and technicians<br>Semi-professionnels et techniciens | 56.8% | 52.2% | 43.2% | 47.8% | 0.2% | 0.2% | 0.2% | 0.1% | 0.9% | 0.9% |
| Supervisors<br>Surveillants | 66.7% | 60.0% | 33.3% | 40.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Foremen/women<br>Contremaîtres | 100.0% | 93.1% | 0.0% | 6.9% | 0.0% | 10.3% | 0.0% | 0.0% | 0.0% | 0.0% |
| Clerical workers<br>Employés de bureau | 18.7% | 15.9% | 81.3% | 84.1% | 0.0% | 0.5% | 0.0% | 0.6% | 6.9% | 8.1% |
| Sales workers<br>Employés du secteur de la vente | 50.0% | 59.1% | 50.0% | 40.9% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 9.1% |
| Service workers<br>Employés du secteur des services | 61.5% | 70.2% | 38.5% | 29.8% | 0.0% | 0.6% | 1.5% | 0.8% | 0.0% | 0.6% |
| Skilled crafts and trades workers<br>Travailleurs qualifiés et artisans | 92.2% | 95.8% | 7.8% | 4.2% | 0.0% | 0.3% | 0.0% | 1.0% | 0.0% | 0.3% |
| Semi-skilled manual workers<br>Travailleurs manuels spécialisés | 94.6% | 90.7% | 5.4% | 9.3% | 1.2% | 0.9% | 0.0% | 0.3% | 0.0% | 0.6% |
| Other manual workers<br>Autres travailleurs manuels | 92.1% | 92.9% | 7.9% | 7.1% | 1.2% | 1.1% | 0.1% | 0.6% | 0.2% | 0.3% |

* Representation in terminations of employment is the designated groups' share of total terminations of employment whereas overall representation is the groups' share of the workforce.

* Représentation dans la cessation de fonctions présente la part des groupes désignés dans la cessation de fonctions, alors que représentation en général présente la part des groupes de l'effectif total.

Table 13.1
Tableau 13.1

# Representation of the Designated Groups and Employment Changes
# Representation des groupes désignés et évolution de l'emploi

## Workforce, hirings, terminations of employment and net effect
## Effectif total, recrutement, cessation de fonctions et différence

Permanent full-time employees, total of all analysed data / Employés permanents à temps plein, total des données analysées

| Workforce and employment changes / Effectif total et évolution de l'emploi | All Employees / Tous les salariés | | | Aboriginal Peoples / Autochtones | | | Persons with Disabilities / Personnes handicapées | | | Members of Visible Minorities / Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes |
| Total workforce / Effectif total | 523,917 | 326,257 | 197,656 | 3,481 | 2,133 | 1,348 | 8,650 | 5,893 | 2,744 | 31,300 | 15,777 | 15,517 |
| Total hirings / Total du recrutement | 49,645 | 31,040 | 18,607 | 310 | 183 | 126 | 323 | 167 | 156 | 2,646 | 1,272 | 1,374 |
| Total terminations / Total de la cessation de fonctions | (55,573) | (35,366) | (20,208) | (310) | (177) | (133) | (655) | (447) | (208) | (1,825) | (857) | (968) |
| Net effect (est.) / Différence (est.) | (5,928) | (4,326) | (1,601) | 0 | 6 | (7) | (332) | (280) | (52) | 821 | 415 | 406 |

Table 13.2
Tableau 13.2

Permanent part-time employees, total of all analysed data / Employés permanents à temps partiel, total des données analysées

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Total workforce / Effectif total | 55,706 | 14,149 | 41,557 | 331 | 63 | 268 | 671 | 160 | 511 | 3,541 | 989 | 2,572 |
| Total hirings / Total du recrutement | 22,791 | 9,960 | 12,831 | 89 | 30 | 59 | 122 | 59 | 63 | 1,372 | 691 | 681 |
| Total terminations / Total de la cessation de fonctions | (15,443) | (6,542) | (8,881) | (63) | (11) | (53) | (101) | (17) | (84) | (654) | (275) | (379) |
| Net effect (est.) / Différence (est.) | 7,348 | 3,418 | 3,950 | 26 | 19 | 6 | 21 | 42 | (21) | 718 | 416 | 302 |

* Negative numbers are in parentheses/Les chiffres négatifs sont entre parenthèses

Table 13.3
Tableau 13.3

# Representation of the Designated Groups and Employment Changes
# Representation des groupes désignés et évolution de l'emploi

Workforce, hirings, terminations of employment and net effect
Effectif total, recrutement, cessation de fonctions et différence
Temporary employees, total of all analysed data / Employés temporaires, total des données analysées

| Workforce and employment changes<br>Effectif total et évolution de l'emploi | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Total workforce<br>Effectif total | 7,238 | 4,914 | 2,324 | 50 | 36 | 14 | 31 | 26 | 5 | 129 | 39 | 90 |
| Total hirings<br>Total du recrutement | 3,928 | 2,673 | 1,255 | 19 | 15 | 4 | 11 | 9 | 2 | 81 | 25 | 56 |
| Total terminations<br>Total de la cessation de fonctions | (3,051) | (2,208) | (843) | (21) | (16) | (5) | (4) | (4) | 0 | (37) | (15) | (22) |
| Net effect (est.)<br>Différence (est.) | 877 | 465 | 412 | (2) | (1) | (1) | 7 | 5 | 2 | 44 | 10 | 34 |

* Negative numbers are in parentheses/Les chiffres négatifs sont entre parenthèses

Table 13.4
Tableau 13.4

# Representation of the Designated Groups and Employment Changes
# Representation des groupes désignés et évolution de l'emploi

## Workforce, hirings, terminations of employment and net effect
## Effectif total, recrutement, cessation de fonctions et différence

Permanent full-time employees, total of all analysed data for the banking sector
Employés permanents à temps plein, total des données analysées pour le secteur bancaire

| Workforce and employment changes<br>Effectif total et évolution de l'emploi | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Total workforce<br>Effectif total | 141,747 | 38,931 | 102,816 | 783 | 106 | 677 | 2,675 | 928 | 1,747 | 14,304 | 3,754 | 10,550 |
| Total hirings<br>Total du recrutement | 12,979 | 4,225 | 8,754 | 61 | 9 | 52 | 95 | 39 | 56 | 1,621 | 616 | 1,005 |
| Total terminations<br>Total de la cessation de fonctions | (15,187) | (4,327) | (10,860) | (105) | (22) | (83) | (251) | (93) | (158) | (1,072) | (316) | (756) |
| Net effect (est.)<br>Différence (est.) | (2,208) | (102) | (2,106) | (44) | (13) | (31) | (156) | (54) | (102) | 549 | 300 | 249 |

Table 13.5
Tableau 13.5

Permanent part-time employees, total of analysed data for the banking sector
Employés permanents à temps partiel, total des données analysées pour le secteur bancaire

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Total workforce<br>Effectif total | 27,226 | 1,537 | 25,689 | 157 | 11 | 146 | 362 | 27 | 335 | 1,686 | 232 | 1,454 |
| Total hirings<br>Total du recrutement | 8,690 | 950 | 7,740 | 45 | 5 | 40 | 59 | 13 | 46 | 542 | 107 | 435 |
| Total terminations<br>Total de la cessation de fonctions | (6,372) | (543) | (5,829) | (45) | (2) | (43) | (80) | (4) | (76) | (342) | (53) | (289) |
| Net effect (est.)<br>Différence (est.) | 2,318 | 407 | 1,911 | 0 | 3 | (3) | (21) | 9 | (30) | 200 | 54 | 146 |

* Negative numbers are in parentheses/Les chiffres négatifs sont entre parenthèses

Table 13.6
Tableau 13.6

# Representation of the Designated Groups and Employment Changes
# Representation des groupes désignés et évolution de l'emploi

## Workforce, hirings, terminations of employment and net effect
## Effectif, recrutement, cessation de fonctions et différence

Temporary employees, total of all analysed data for the banking sector
Employés temporaires, total des données analysées pour le secteur bancaire

| Workforce and employment changes<br>Effectif total et évolution de l'emploi | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Total workforce<br>Effectif total | 534 | 36 | 498 | 5 | 0 | 5 | 2 | 0 | 2 | 84 | 12 | 72 |
| Total hirings<br>Total du recrutement | 231 | 18 | 213 | 1 | 0 | 1 | 1 | 0 | 1 | 54 | 9 | 45 |
| Total terminations<br>Total de la cessation de fonctions | (150) | (11) | (139) | 0 | 0 | 0 | 0 | 0 | 0 | (17) | (1) | (16) |
| Net effect (est.)<br>Différence (est.) | 81 | 7 | 74 | 1 | 0 | 1 | 1 | 0 | 1 | 37 | 8 | 29 |

Table 13.7
Tableau 13.7

Permanent full-time employees, total of all analysed data for the transportation sector
Employés permanents à temps plein, total des données analysées pour le secteur des transports

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Total workforce<br>Effectif total | 188,001 | 158,283 | 29,716 | 1,385 | 1,202 | 183 | 2,735 | 2,459 | 276 | 4,977 | 3,882 | 1,095 |
| Total hirings<br>Total du recrutement | 24,921 | 20,040 | 4,883 | 179 | 130 | 48 | 141 | 81 | 60 | 571 | 404 | 167 |
| Total terminations<br>Total de la cessation de fonctions | (26,826) | (22,319) | (4,508) | (143) | (118) | (25) | (231) | (212) | (19) | (427) | (327) | (100) |
| Net effect (est.)<br>Différence (est.) | (1,905) | (2,279) | 375 | 36 | 12 | 23 | (90) | (131) | 41 | 144 | 77 | 67 |

* Negative numbers are in parentheses/Les chiffres négatifs sont entre parenthèses

Table 13.8
Tableau 13.8

# Representation of the Designated Groups and Employment Changes
# Representation des groupes désignés et évolution de l'emploi

## Workforce, hirings, terminations of employment and net effect
## Effectif, recrutement, cessation de fonctions et différence

Permanent part-time employees, total of all analysed data for the transportation sector
Employés permanents à temps partiel, total des données analysées pour le secteur des transports

| Workforce and employment changes / Effectif total et évolution de l'emploi | All Employees / Tous les salariés | | | Aboriginal Peoples / Autochtones | | | Persons with Disabilities / Personnes handicapées | | | Members of Visible Minorities / Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes |
| Total workforce / Effectif total | 9,218 | 5,335 | 3,883 | 45 | 25 | 20 | 110 | 55 | 55 | 251 | 119 | 132 |
| Total hirings / Total du recrutement | 6,793 | 4,537 | 2,256 | 30 | 19 | 11 | 17 | 11 | 6 | 169 | 95 | 74 |
| Total terminations / Total de la cessation de fonctions | (4,699) | (3,279) | (1,400) | (12) | (9) | (4) | (6) | (4) | (2) | (92) | (65) | (27) |
| Net effect (est.) / Différence (est.) | 2,094 | 1,258 | 856 | 18 | 10 | 7 | 11 | 7 | 4 | 77 | 30 | 47 |

Table 13.9
Tableau 13.9

Temporary employees, total of all analysed data for the transportation sector
Employés temporaires, total des données analysées pour le secteur des transports.

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Total workforce / Effectif total | 3,891 | 3,391 | 500 | 31 | 23 | 8 | 16 | 15 | 1 | 17 | 15 | 2 |
| Total hirings / Total du recrutement | 1,860 | 1,650 | 210 | 9 | 7 | 2 | 3 | 3 | 0 | 6 | 6 | 0 |
| Total terminations / Total de la cessation de fonctions | (1,675) | (1,505) | (170) | (13) | (8) | (5) | (1) | (1) | 0 | (5) | (4) | (1) |
| Net effect (est.) / Différence (est.) | 185 | 145 | 40 | (4) | (1) | (3) | 2 | 2 | 0 | 1 | 2 | (1) |

* Negative numbers are in parentheses/Les chiffres négatifs sont entre parenthèses

Table 13.10
Tableau 13.10

# Representation of the Designated Groups and Employment Changes
# Representation des groupes désignés et évolution de l'emploi

## Workforce, hirings, terminations of employment and net effect
## Effectif, recrutement, cessations de fonctions et différence

Permanent full-time employees, total of all analysed data for the communications sector
Employés permanents à temps plein, total des données analysées pour le secteur des communications

| Workforce and employment changes / Effectif total et évolution de l'emploi | All Employees / Tous les salariés | | | Aboriginal Peoples / Autochtones | | | Persons with Disabilities / Personnes handicapées | | | Members of Visible Minorities / Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes | Total / Total | Men / Hommes | Women / Femmes |
| Total workforce / Effectif total | 155,316 | 98,210 | 57,104 | 942 | 520 | 422 | 2,268 | 1,647 | 620 | 10,995 | 7,425 | 3,565 |
| Total hirings / Total du recrutement | 8,496 | 4,621 | 3,875 | 30 | 18 | 12 | 55 | 28 | 27 | 377 | 211 | 166 |
| Total terminations / Total de la cessation de fonctions | (9,560) | (5,850) | (3,710) | (29) | (13) | (16) | (99) | (72) | (27) | (290) | (191) | (99) |
| Net effect (est.) / Différence (est.) | (1,064) | (1,229) | 165 | 1 | 5 | (4) | (44) | (44) | 0 | 87 | 20 | 67 |

Table 13.11
Tableau 13.11

Permanent part-time employees, total of all analysed data for the communications sector
Employés permanents à temps partiel, total des données analysées pour le secteur des communications

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Total workforce / Effectif total | 17,479 | 6,214 | 11,265 | 128 | 26 | 102 | 190 | 72 | 118 | 1,557 | 620 | 957 |
| Total hirings / Total du recrutement | 6,602 | 4,036 | 2,566 | 14 | 6 | 8 | 46 | 35 | 11 | 636 | 483 | 153 |
| Total terminations / Total de la cessation de fonctions | (3,907) | (2,441) | (1,466) | (6) | 0 | (6) | (12) | (7) | (5) | (200) | (149) | (51) |
| Net effect (est.) / Différence (est.) | 2,695 | 1,595 | 1,100 | 8 | 6 | 2 | 34 | 28 | 6 | 436 | 334 | 102 |

* Negative numbers are in parentheses/Les chiffres négatifs sont entre parenthèses

Table 13.12
Tableau 13.12

# Representation of the Designated Groups and Employment Changes
# Representation des groupes désignés et évolution de l'emploi

## Workforce, hirings, terminations of employment and net effect
## Effectif, recrutement, cessation de fonctions et différence

Temporary employees, total of all analysed data for the communications sector
Employés temporaires, total des données analysées pour le secteur des communications

| Workforce and employment changes<br>Effectif total et évolution de l'emploi | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Total workforce<br>Effectif total | 2,429 | 1,206 | 1,223 | 5 | 4 | 1 | 7 | 6 | 1 | 21 | 6 | 15 |
| Total hirings<br>Total du recrutement | 1,573 | 801 | 772 | 5 | 4 | 1 | 4 | 3 | 1 | 17 | 6 | 11 |
| Total terminations<br>Total de la cessation de fonctions | (1,039) | (554) | (485) | (1) | (1) | 0 | (1) | (1) | 0 | (9) | (5) | (4) |
| Net effect (est.)<br>Différence (est.) | 534 | 247 | 287 | 4 | 3 | 1 | 3 | 2 | 1 | 8 | 1 | 7 |

Table 13.13
Tableau 13.13

Permanent full-time employees, total of all analysed data for other sectors covered under the Act
Employés permanents à temps plein, total des données analysées pour les autres secteurs assujettis à la loi

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Total workforce<br>Effectif total | 38,853 | 30,833 | 8,020 | 371 | 305 | 66 | 972 | 859 | 101 | 1,024 | 716 | 307 |
| Total hirings<br>Total du recrutement | 3,249 | 2,154 | 1,095 | 40 | 26 | 14 | 32 | 19 | 13 | 77 | 41 | 36 |
| Total terminations<br>Total de la cessation de fonctions | (4,000) | (2,870) | (1,130) | (33) | (24) | (9) | (74) | (70) | (4) | (36) | (23) | (13) |
| Net effect (est.)<br>Différence (est.) | (751) | (716) | (35) | 7 | 2 | 5 | (42) | (51) | 9 | 41 | 18 | 23 |

* Negative numbers are in parentheses/Les chiffres négatifs sont entre parenthèses

Table 13.14
Tableau 13.14

# Representation of the Designated Groups and Employment Changes
# Representation des groupes désignés et évolution de l'emploi

Workforce, hirings, terminations of employment and net effect
Effectif, recrutement, cessation de fonctions et différence

Permanent part time employees, total of all analysed data for other sectors covered under the Act
Employés permanents à temps partiel, total des données analysées pour les autres secteurs assujettis à la loi

| Workforce and employment changes<br>Effectif total et évolution de l'emploi | All Employees<br>Tous les salariés | | | Aboriginal Peoples<br>Autochtones | | | Persons with Disabilities<br>Personnes handicapées | | | Members of Visible Minorities<br>Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes | Total<br>Total | Men<br>Hommes | Women<br>Femmes |
| Total workforce<br>Effectif total | 1,783 | 1,063 | 720 | 1 | 1 | 0 | 9 | 6 | 3 | 47 | 18 | 29 |
| Total hirings<br>Total du recrutement | 706 | 437 | 269 | 0 | 0 | 0 | 0 | 0 | 0 | 25 | 6 | 19 |
| Total terminations<br>Total de la cessation de fonctions | (465) | (279) | (186) | 0 | 0 | 0 | (3) | (2) | (1) | (20) | (8) | (12) |
| Net effect (est.)<br>Différence (est.) | 241 | 158 | 83 | 0 | 0 | 0 | (3) | (2) | (1) | 5 | (2) | 7 |

Table 13.15
Tableau 13.15

Temporary employees, total of analysed data for other sectors covered under the Act
Employés temporaires, total des données analysées pour les autres secteurs assujettis à la loi

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Total workforce<br>Effectif total | 384 | 281 | 103 | 9 | 9 | 0 | 6 | 5 | 1 | 7 | 6 | 1 |
| Total hirings<br>Total du recrutement | 264 | 204 | 60 | 4 | 4 | 0 | 3 | 3 | 0 | 4 | 4 | 0 |
| Total terminations<br>Total de la cessation de fonctions | (187) | (138) | (49) | (7) | (7) | 0 | (2) | (2) | 0 | (6) | (5) | (1) |
| Net effect (est.)<br>Différence (est.) | 77 | 66 | 11 | (3) | (3) | 0 | 1 | 1 | 0 | (2) | (1) | (1) |

* Negative numbers are in parentheses/Les chiffres négatifs sont entre parenthèses

# NOTES ON DATA

On June 1, 1988, federally regulated employers and Crown corporations with 100 employees or more were required to submit their first annual reports under the Employment Equity Act. As of November 1, 1988, 373 reports were received by Employment and Immigration Canada. However, due to reporting problems (late or problematic reports) and the schedule for the Employment Equity Act Annual Report, 363 or 97%, of the employers' reports were included in the data base for this analysis. The analysis is based on 586,861 permanent full-time, permanent part-time and temporary reported employees.

Employers are required to report according to six standard forms.[1] These forms contain the following information:

**Form 1** identification of employer, summary statistics and the certification of accuracy

**Form 2** the distribution of all employees by designated group, occupational category and salary quarters

**Form 3** the distribution of all employees by designated group and salary range

**Form 4** employees hired, categorized by designated group

**Form 5** employees promoted, categorized by designated group

**Form 6** employees terminated, categorized by designated group

Forms 2 to 6 are divided into three sets, set "A" for full-time employees, set "B" for part-time employees and set "C" for temporary employees. The forms for temporary employees are required only where temporary employees account for 20% or more of the employer's workforce. Employers must submit the forms for each industrial sector where there are 1000 or more employees and for each province and each designated Census Metropolitan Area[2] in which they employ 100 or more employees. At the Census Metropolitan Area level, only forms 2A and 2B are required.

## *Key Concepts*

The legislation requires that employers report employees as aboriginal peoples, persons with disabilities, or members of visible minorities, only if the employees have voluntarily identified themselves as such, or have agreed to be so identified by the employer, for the purposes of the Employment Equity Act. The number of employees reported in these three groups may not be an exact count. Some

"double-counting" or overlap, among designated groups is unavoidable. For example, a woman who has identified herself as a member of a visible minority is then reported in two designated groups.

## Occupational Groups

In preparing their reports, the employers were required to categorize their employee data by occupational category on form 2 (distribution of employees), form 4 (employees hired), form 5 (employees promoted) and form 6 (employees terminated). The 12 occupational groups used by the employers were specified by the employment equity legislation and are related to the classification system used by Statistics Canada in collecting its labour force data. The twelve groups are: Upper-level Managers; Middle and Other Managers; Professionals; Semi-Professionals and Technicians; Supervisors; Foremen/Women; Clerical Workers; Sales Workers; Service Workers; Skilled Crafts and Trades Workers; Semi-skilled Manual Workers; and Other Manual Workers.[3]

Although most employers grouped their occupations into the twelve Employment Equity Occupational Groups as required under the legislation, some reported results indicate some discrepancies in occupational classification.

## Industrial Sectors

Employers covered under the Act were grouped according to the *Standard Industrial Classification: 1980* published by Statistics Canada. There are three major industrial sectors: Banking, Transportation and Communications, corresponding to three of the major groups of the Standard Industrial Classification. The fourth industrial sector in the analysis is an aggregation of the employers which did not fall into the above sectors. This grouping of employers is referred to in this report as Others. It includes companies involved in several dissimilar sectors.[4] Since this group of companies is not as homogeneous as companies in the other three sectors, the reported results are more difficult to interpret.

The grouping of employers into broad industrial sectors allows comparisons to be made in the analysis between the industrial sector data as reported under the Employment Equity Act and data already collected by Statistics Canada. In some cases (such as Banking) the entire sector is under federal jurisdiction while in others (such as Transportation) only a portion of the sector is under federal jurisdiction. In this latter case the use of Standard Industrial Classification (SIC) codes reported by employers made it possible to configure Statistics Canada data in such a way as to allow for comparisons.

## Regions

Where relevant, the data are compared on a regional basis. For the purposes of this report, the regions are defined as follows:

- Atlantic provinces (Newfoundland, New Brunswick, Prince Edward Island, Nova Scotia)
- Quebec
- Ontario
- Prairie provinces (Manitoba, Saskatchewan, Alberta)
- British Columbia
- Yukon, Northwest Territories

Since employers under federal jurisdiction did not have to submit a report on provinces in which they employed less than 100 employees, the total for Canada is always a little higher than the sum of the provinces' totals.

## Constraints and Techniques Used in the Analysis

Since this is the first year in which employers covered under the Act have supplied such detailed information on their workforce, the analysis must be read in light of certain techniques used to overcome constraints. These constraints and techniques are listed below.

### The Salary Calculations

Estimates for mean salary can be obtained from form 3, "Salary Summary".

Since the salary information is reported by salary ranges, estimates of the mean salary were made using the centre of the ranges as a proxy for each range's salary value. The estimate of the salary value of the highest salary range, $70,000 and over, was more difficult. To establish the salary value for this range, the trend of the distribution was projected;[5] an estimate was derived, allowing for a realistic estimation of mean salaries. The mean salary estimates are reliable, but should be used mainly as indicators of the extent of differences and problems, rather than as precise measurements.

Another measurement commonly used was the proportion of a given population earning less than $25,000. This measurement was derived directly from form 3 without further calculations.

## Notes

1. Information on how to obtain copies of the legislation, including Forms 1-6, is available from:
   Resource Centre
   Employment Equity Branch
   Employment and Immigration Canada
   Ottawa, Ontario
   K1A 0J9

2. The 8 designated Census Metropolitan Areas (CMA'S) are:
   Calgary, Alberta
   Edmonton, Alberta
   Halifax, Nova Scotia
   Montreal, Quebec
   Regina, Saskatchewan
   Toronto, Ontario
   Vancouver, British Columbia
   Winnipeg, Manitoba

   For more information refer to: "Schedule I", *Employment Equity Act and Reporting Requirements*, July 1986 and "Technical Reference Paper No. 1: Geographic Locations Maps for Employment Equity Reports", August 1986.

3. For more information on the classification of Occupational Groups refer to: "Schedule III", *Employment Equity Act and Reporting Requirements*, July 1986 and "Technical Reference Paper No.3: Occupational Groups for Employment Equity Reports", August 1986.

4. The following is a list of industrial sectors grouped in the Others sector:
   Livestock Farms
   Services Incidental to Agricultural Crops
   Metal Mines
   Coal Mines
   Crude Petroleum and Natural Gas
   Services Incidental to Crude Petroleum and Natural Gas
   Flour, Prepared Cereal Foods and Feed Industry
   Vegetable Oil Mills
   Stamped, Pressed and Coated Metal Products Industries
   Communication and Other Electronic Equipment Industries
   Project Management Construction
   Other Services Incidental to Construction
   Grain Elevators
   Other Storage and Warehousing Industries
   Farm Products, Wholesale
   Business Financing Companies
   Architectural, Engineering and Other Scientific and Technical Services
   Other Business Services
   Human Resource Administration
   Economic Services Administration
   International and Other Extra-Territorial Agencies
   Theatrical and Other Staged Entertainment Services
   Business Associates

5. The trend was intercepted using regression on a semi-logarithmic curve. The salary value of the $70,000-and-more salary range could be derived from projections based on the found curve.

# NOTES SUR LES DONNÉES

Le 1er juin 1988, les employeurs et les sociétés de la Couronne assujettis aux lois et aux règlements fédéraux, qui disposaient d'un effectif de 100 employés ou plus, devaient soumettre leur premier rapport annuel en vertu de la Loi sur l'équité en matière d'emploi. Au 1er novembre 1988, Emploi et Immigration Canada avait reçu 373 rapports. Toutefois, en raison de difficultés attribuables aux rapports soumis en retard ou posant divers problèmes et à l'échéance fixée pour la présentation du rapport annuel exigé en vertu de la Loi sur l'équité en matière d'emploi, la présente analyse est fondée sur 363 rapports (97 p. 100) soumis par les employeurs. L'analyse porte sur une total de 586 861 salariés pour lesquels un rapport a été présenté. Sont inclus les salariés permanents à temps plein, les salariés permanents à temps partiel et les salariés temporaires.

L'employeur doit remplir six formulaires types[1] pour dresser son rapport. Ces formulaires ont trait aux renseignements suivants :

**Formulaire 1** identification de l'employeur, sommaire du rapport et attestation d'exactitude

**Formulaire 2** répartition, par groupe désigné, catégorie professionnelle et quart de salaire, de tous les employés

**Formulaire 3** répartition, par groupe désigné et par échelle de rémunération, de tous les employés

**Formulaire 4** répartition, par groupe désigné, des employés recrutés

**Formulaire 5** répartition, par groupe désigné, des employés promus

**Formulaire 6** répartition, par groupe désigné, des employés qui ont quitté leur emploi

Les formulaires 2 à 6 sont divisés en trois parties, soit la partie "A" pour la catégorie de salariés permanents à temps plein, la partie "B" pour la catégorie de salariés permanents à temps partiel et la partie "C" pour la catégorie de salariés temporaires. L'employeur n'est tenu de remplir des formulaires pour les salariés temporaires que lorsque ceux-ci comptent pour 20 p. 100 ou plus de son effectif. L'employeur doit soumettre les formulaires pour chaque branche d'activité où il dispose de 1 000 employés ou plus et pour chaque province et chaque région métropolitaine de recensement[2] où il emploie 100 personnes ou plus. Au niveau de la région métropolitaine de recensement, il n'est tenu de présenter que les formulaires 2A et 2B.

## *Notions clés*

La Loi oblige les employeurs à faire rapport sur ceux de leurs employés qui entrent dans les catégories "autochtone", "personne handicapée" ou "membre d'une minorité visible" seulement si ces employés se sont identifiés comme tels auprès de l'employeur ou s'ils ont accepté que celui-ci les désigne comme tels pour les fins de la Loi sur l'équité en matière d'emploi.

Il se peut que le nombre d'employés déclarés dans ces trois groupes ne soit pas exact car il arrive qu'on ne puisse éviter un double comptage ou un certain recoupement. Par exemple, une femme peut se déclarer membre d'une minorité visible et se retrouver ainsi dans deux groupes désignés.

### Catégories professionnelles

Pour la préparation de leur rapport, les employeurs ont été priés de répartir les données relatives à leurs salariés selon la catégorie professionnelle sur le formulaire 2 (répartition des employés), le formulaire 4 (recrutement), le formulaire 5 (avancement) et le formulaire 6 (cessations de fonction). Les douze catégories professionnelles utilisées par les employeurs sont précisées dans la Loi sur l'équité en matière d'emploi et correspondent à celles du système de classification utilisé par Statistique Canada pour la cueillette des données sur la population active. Les douze groupes en question sont les suivants : Cadres supérieurs, Cadres intermédiaires et autres cadres, Professionnels, Semi-professionnels et techniciens, Surveillants, Contremaîtres, Employés de bureau, Employés du secteur de la vente, Employés du secteur des services, Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels[3].

Bien que la plupart des employeurs aient réparti leur effectif selon les douze catégories professionnelles prescrites par la Loi sur l'équité en matière d'emploi, quelques rapports présentent certaines différences avec le système de classification professionnelle.

### Branches d'activité

Les employeurs visés par la Loi sur l'équité en matière d'emploi ont été regroupés selon la *Classification type des industries, 1980.* publiée par Statistique Canada. Ce ministère a recensé trois grands secteurs : les banques, les transports et les communications, qui correspondent aux trois groupes majeurs de la Classification type des industries. Le quatrième domaine d'activité inclus dans l'analyse est un regroupement des employeurs qui ne pouvaient être intégrés aux branches d'activité ci-dessus. Ce groupe d'employeurs est désigné sous le titre "Autres" dans le présent rapport. Entrent dans cette catégorie les compagnies qui ont des activités dans plusieurs secteurs dissemblables[4]. Etant donné que ce groupe d'entreprises n'est pas aussi homogène que ceux des trois autres branches d'activité, les résultats des rapports sont plus difficiles à interpréter.

Le regroupement des employeurs en grandes branches d'activité permet d'établir des comparaisons, dans les analyses, entre les données déjà recueillies par Statistique Canada et les données sur les branches d'activité fournies dans les rapports présentés en vertu de la Loi sur l'équité en matière d'emploi. Dans certains cas (comme dans celui des banques), toute la branche d'activité est sous réglementation fédérale tandis que dans d'autres (comme dans celui des transports), seule une partie des activités relève du gouvernement fédéral. Dans ce dernier cas, il a été possible d'adapter les données de Statistique Canada pour établir des comparaisons en utilisant les codes de la Classification type des industries déclarés par les employeurs.

### Régions

Au besoin, les données sont comparées à l'échelle régionale. Aux fins du présent rapport, les régions sont définies comme suit :

- provinces de l'Atlantique (Terre-Neuve, Nouveau-Brunswick, Ile-du-Prince-Edouard, Nouvelle-Ecosse)
- Québec
- Ontario
- provinces des Prairies (Manitoba, Saskatchewan, Alberta)
- Colombie-Britannique
- Yukon, Territoires du Nord-Ouest

Etant donné que les employeurs visés par la Loi sur l'équité en matière d'emploi ne sont pas tenus de soumettre un rapport pour les provinces où ils emploient moins de 100 personnes, le total pour l'ensemble du Canada est toujours un peu plus élevé que la somme des totaux des provinces.

## Contraintes éprouvées et techniques utilisées pour l'analyse

Etant donné que les employeurs visés devaient, pour la première fois, fournir des renseignements aussi détaillés sur leur effectif, il a fallu recourir à certaines techniques pour contourner les difficultés. Le lecteur est prié d'en tenir compte. Les contraintes auxquelles on s'est buté et les techniques utilisées sont décrites ci-dessous.

### Le calcul des salaires

On peut obtenir des estimations sur les salaires moyens en consultant le formulaire 3 (profil salarial).

Comme les renseignements sur les salaires sont fournis selon l'échelle de rémunération, on a calculé les salaires moyens en utilisant la valeur médiane de chaque échelle de rémunération. Il a été plus difficile d'évaluer la valeur salariale de l'échelle de rémunération la plus élevée, soit celle de 70 000 $ et plus. Pour effectuer ce calcul, on a établi des projections[5] sur la tendance de la répartition des salariés, puis déduit une estimation, qui a permis d'évaluer de façon réaliste la rémunération moyenne. Les estimations des salaires moyens sont fiables mais ne devraient être utilisées qu'à titre d'indicateurs pour évaluer l'étendue des différences et des problèmes plutôt que de mesures précises.

On a également utilisé couramment, comme mesure, la proportion de groupes d'employés précis gagnant moins de 25 000 $. Il a été facile de déduire directement cette mesure du formulaire 3 sans effectuer d'autres calculs.

## Notes

1. Pour obtenir des renseignements sur la manière de commander des copies de la Loi, y compris les formulaires 1 à 6, il suffit de s'adresser au :
   Centre de documentation
   Direction générale de l'équité en matière d'emploi
   Emploi et Immigration Canada
   Ottawa (Ontario)
   K1A 0J9

2. Les huit régions métropolitaines de recensement désignées sont (RMR) :
   Calgary (Alberta)
   Edmonton (Alberta)
   Halifax (Nouvelle-Ecosse)
   Montréal (Québec)

Régina (Saskatchewan)
Toronto (Ontario)
Vancouver (Colombie-Britannique)
Winnipeg (Manitoba)

Pour obtenir plus de renseignements, veuillez consulter l'annexe 1, *Loi sur l'équité en matière d'emploi et Exigences concernant les rapports*, juillet 1986 et les Documents techniques de référence no. 1 : cartes géographiques pour les rapports sur l'équité en matière d'emploi, août 1986.

3. Pour obtenir plus de renseignements concernant la classification des catégories professionnelles, veuillez vous reporter à l'annexe III, *Loi sur l'équité en matière d'emploi et Exigences concernant les rapports*, juillet 1986 et les Documents techniques de référence no. 3 : catégories professionnelles pour les rapports sur l'équité en matière d'emploi, août 1986.

4. Voici la liste des branches d'activité regroupées sous le titre "Autres" :
Fermes d'élevage
Services relatifs aux cultures
Mines de métaux
Mines de charbon
Industries du pétrole brut et gaz naturel
Industries des services relatifs à l'extraction du pétrole brut et du gaz naturel
Industrie de la farine, des céréales de table préparées et des aliments pour animaux
Industrie des huiles végétales
Industries de l'emboutissage, du matriçage et du revêtement de produits de métal
Industries de l'équipement de communication et d'autre matériel électronique
Gestion de travaux de construction
Autres services relatifs à la construction
Industries des silos à grain
Autres industries d'entreposage et d'emmagasinage
Produits agricoles, commerce de gros
Sociétés de financement des entreprises
Bureaux d'architectes, d'ingénieurs et autres services scientifiques et techniques
Autres services aux entreprises
Gestion des ressources humaines
Gestion des services économiques
Organismes internationaux et autres organismes extra-territoriaux
Théâtres et autres spectacles
Associations commerciales

5. La tendance a été mesurée au moyen des données de régression d'une courbe semi-logarithmique. La valeur salariale de l'échelle de rémunération de 70 000 $ et plus pourrait être déduite des projections fondées sur la courbe établie.

CA1
MI
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Employment and Immigration Canada
Emploi et Immigration Canada

# Employment Equity Act

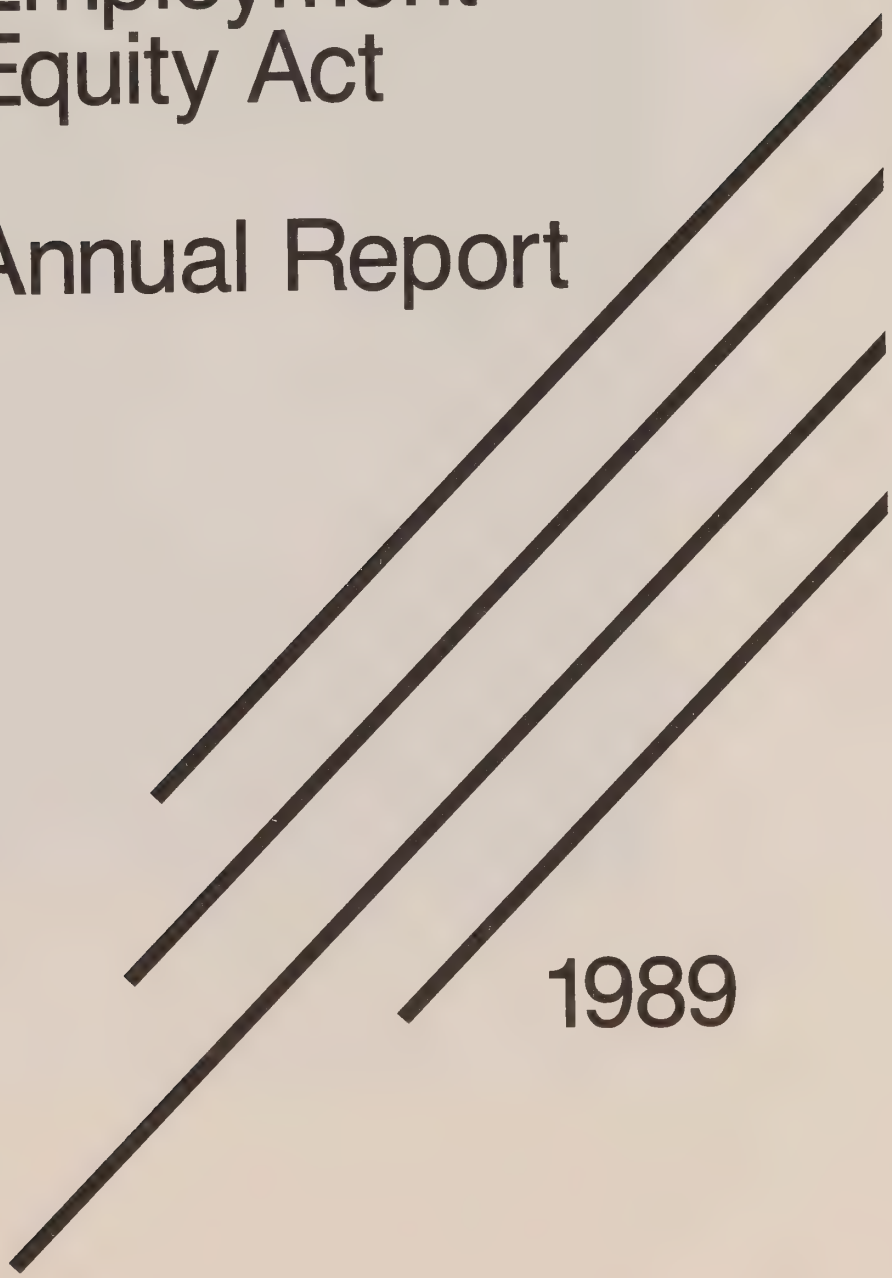
# Annual Report

1989

Canada

# Employment Equity Act

# Annual Report



1989



Monique Vézina
Minister of State for Employment and Immigration

Minister of State
for Employment and Immigration

CANADA

Ministre d'État
à l'Emploi et à l'Immigration

Her Excellency
The Governor General of Canada

May it please your Excellency:

It is with great pleasure that I am tabling the 1989 Annual Report to Parliament on Employment Equity.

We have achieved another important milestone in the implementation of the Employment Equity Act. For the second year, federally regulated employers employing one hundred persons or more have submitted their Employment Equity Reports. This year, 374 reports were submitted representing over 600 000 employees across Canada.

These reports are an important indicator of the progress achieved in ensuring equity in employment for all Canadians, and in particular for members of the designated groups: women, aboriginal peoples, persons with disabilities and members of visible minorities. I am pleased at the cooperation of employers and I certainly recognize the amount of effort required.

Employers are indicating a willingness to participate actively in the corrective measures necessary to give members of designated groups a fair chance in the labour force. Employers are implementing special measures and introducing initiatives tailored to the needs of their particular work force. These employers are to be commended for their efforts towards achieving a more representative work force.

In assessing the level of progress, it is necessary to keep in mind that it will take time before we see substantial changes. It is important to ensure that the process of implementing equity continues to remove barriers to employment in order to sustain progress in the future. Considerable work and continued effort are required before we can be satisfied with the situation of the designated groups in the Employment Equity work force and in the Canadian labour force, at large.

.../2

Ottawa, Canada K1A 0J9

Employment Equity can only be successful when implemented with commitment and a determination to effect positive changes in the work force. It is hoped that this commitment and determination will continue to grow in the coming years.

Respectfully submitted,

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# INTRODUCTION

## Background

As social and economic factors compel Canadians to examine more closely the kind of society in which they want to live, the need for a representative work force becomes an increasingly important public issue. The principle of equality in the workplace has been enshrined in the Canadian Charter of Rights and Freedoms. The Royal Commission on Equality in Employment, headed by Judge Rosalie S. Abella, was formed to explore the most efficient, effective and equitable means of promoting equality in employment and to make recommendations for government action.

### Government Initiatives

As a direct response to the Abella Commission, the federal government established the Employment Equity Act, the mandatory Federal Contractors Program, and Treasury Board Employment Equity Guidelines for federal departments and Crown corporations. It also instituted Labour Canada's Equal Pay Program and the Multiculturalism Act. Recognizing that only leadership and strong measures can correct existing inequalities in Canadian workplaces, the federal government has undertaken these initiatives to promote the achievement of a representative work force.

### The Employment Equity Act

The purpose of the Employment Equity Act is to achieve equality in the workplace so that no person is denied employment opportunities or benefits for reasons unrelated to ability. In fulfilling that goal, the Act aims to reverse the conditions that undermine the employment prospects of women, aboriginal peoples, persons with disabilities and members of visible minorities.

The Act requires that federally regulated employers and Crown corporations with 100 or more employees identify and eliminate employment barriers, implement employment equity plans and programs, achieve a representative work force and report annually on their results.

On behalf of the Minister, the Employment Equity Branch of Employment and Immigration Canada receives employers' reports, validates these reports, disseminates sets of individual employer reports in

libraries across the country, consolidates and analyses the data, and prepares an annual report.

### Annual Report to Parliament

The Minister of Employment and Immigration must table in Parliament an annual report consolidating and analysing the employment equity data reported by employers examining the employment equity profile of designated groups. The first annual report, based on information submitted by 373 employers under federal jurisdiction, was tabled in December 1988.

### Second Annual Report to Parliament

This report consolidates 374 employers' reports submitted for the calendar year 1988. It also analyses employers' progress towards equity, assessing the status of designated groups in the work force within industrial sectors and geographic regions. A comparison of 1988 and 1987 employers' reports identifies the changes that have occurred. Employers are also ranked according to their performance by industrial sector.

### Public Scrutiny

Public scrutiny is very important in the implementation of the Employment Act. In part it encourages employers to carry out effective employment equity planning and implementation; as well, the reports provide individuals and organizations with the necessary information to initiate a complaint where there are reasonable grounds to believe that systemic discrimination exists. Designated group members, representatives and organizations are also using the reports as a way to relate directly to employers whose reports indicate that they are in need of assistance. For example, they are working cooperatively with employers to increase the effectiveness of their recruitment initiatives.

The employment equity reports of individual employers are available for examination by the public at libraries across Canada; they may also be obtained from Supply and Services Canada. For more information on how to obtain employment equity reports, refer to the pamphlet: "Employment Equity Act: Where to Find Employers' Reports", available from Employment and Immigration Canada.

### Compliance Case

One employer to date has failed to comply with the Employment Equity Act. Execaire Inc. failed to file an employment equity report on its work force for 1987. Charges were laid against Execaire Inc. for non-compliance with the Employment Equity Act. The case is still pending and is expected to be heard in January or February 1990. In the meantime, Execaire Inc. filed its report for 1988.

### The Federal Contractors Program

The Employment and Immigration Commission (EIC) also administers the Federal Contractors Program, an equally important mandatory employment equity program directed towards employers who do business with the federal government. The goals of the Employment Equity Act and Federal Contractors Program are the same; but they operate in different ways. Since the implementation of the Federal Contractors Program in October 1986, contractors who bid on government contracts have been required to identify and remove artificial barriers to the selection, hiring, promotion and training of members of the designated groups. They are also required to increase the participation of designated groups at all levels of employment. Under the Program, 1270 organizations representing close to one million employees, have affirmed their commitment to employment equity. A total of 744 employers have received contracts making them subject to compliance review. 74 have been found in compliance and another 120 are still under review.

The right to bid on government contracts was withdrawn from two contractors found in non-compliance one in 1988 and the other in 1989. When the companies submitted acceptable work plans and implemented appropriate programs, they were reinstated on the bidding source list.

### Employment and Immigration Commission Initiatives

EIC recognizes that designated groups have higher unemployment rates and lower average wages than the rest of the work force and are disproportionately represented in a narrow range of occupations. EIC has undertaken a number of initiatives to overcome these conditions. It has set goals for the participation of designated groups in its regular programs and services, and will assess the effects of these programs on the designated group work force.

Both employers and employees benefit from the recruitment, training and maintenance of a highly qualified labour force. EIC provides a range of employer-oriented training programs and helps employers plan the use of human resources and implement employment equity programs. Workers benefit from a wide variety of programs and services, such as employment counselling and training. EIC provides these programs and services at 470 Canada Employment Centres (CECs) and itinerant services to 187 remote or isolated communities across the country.

Some alternative programs and services also benefit members of designated groups. For example, Outreach projects help overcome employment barriers by enlisting the aid of community-based organizations to extend employment services to clients whose needs may be better served through these projects.

The Canadian Jobs Strategy provides jobs and skills to Canadians, particularly designated group members who are not currently participating in the labour market. The Canadian Jobs Strategy also helps employers to achieve equity by referring qualified applicants from designated groups. The following programs are available:

- **Job Development** provides work experience for the long-term unemployed;
- **Job Entry** provides training for individuals who have difficulty entering or re-entering the labour market;
- **Skill Shortages** assists employers to train workers in skills that are or will be in demand;
- **Skill Investment** offers re-training to workers whose jobs are affected by technological or market changes;
- **Community Futures** stimulates business development to address the special needs of communities outside metropolitan areas with chronically high unemployment.

The new Labour Force Development Strategy, to be implemented in 1990, will build on the Canadian Jobs Strategy and provide comprehensive assistance for all Canadians to acquire, and maintain, the skills they need in a changing labour market.

Other EIC programs also include special measures to increase the participation of designated groups. For example, special funds are available for participants in training programs in order to accommodate the needs of persons with disabilities who may require modification of the work site or materials on audio cassette or in Braille. In addition, EIC provides access to the Job Accommodation Network, allowing employers who are interested in hiring persons with disabilities to review the case histories of other employers who have successfully accommodated workers with disabilities.

These are examples of how EIC acts as a partner in the employment equity process in meeting the needs of designated groups and employers at the local, regional and national levels and in achieving a representative work force.

### The Canadian Human Rights Commission

A complementary relationship exists between the Employment Equity Act and the Canadian Human Rights Act. Copies of employers' reports sent to the Canadian Human Rights Commission (CHRC) provide, for the first time, information on the status of designated groups within specific organizations. Under the Canadian Human Rights Act, the Commission has the authority to initiate an investigation where there are reasonable grounds to believe that systemic discrimination exists. In addition, individuals or organizations may file a complaint with the CHRC against an employer.

The Commission received, based on employers' reports for the calendar year 1987, complaints on the employment practices of 11 employers. It also requested that nineteen employers co-operate in a joint review of their equity situation. Seventeen complied, and the Commission has initiated a complaint investigation against the others.

### International Interest

The Employment Equity Act exemplifies an approach to achieving a representative work force that is new and innovative in Canada and North America. It is also being studied by representatives of many other countries, as a model of a proactive method of achieving equality in employment. Canada is playing a lead role in discussions on this subject within the context of the Organization of Economic Cooperation and Development. Representatives of several countries have come to Canada to study our mandatory employment equity programs. As well there are ongoing requests for information and consultations from countries around the world.

# POSITIVE CHANGES

*The representation of the designated groups in the work force under the Employment Equity Act is lower than their representation in the Canadian labour force. However, there are several indications of improvement and these gains have been achieved despite very little employment growth experienced by most employers under the Act.*

- The reported representation of each of the four designated groups has improved since the first reporting year.
  - Women increased their representation from 40.90% to 42.12%.
  - Aboriginal peoples increased their representation from .66% to .73%.
  - Persons with disabilities increased their representation from 1.59% to 1.71%.
  - Members of visible minorities increased their representation from 4.99% to 5.69%.
- The gains in representation were more substantial and consistent across the industrial sectors for women and members of visible minorities.
- Increased representation of the designated groups was accomplished despite a growth rate of 1.41% in the work force under the Act.
- Each designated group had an increased share of full-time hirings.
- Women and members of visible minorities had an increased share of full-time promotions.
- There were slight increases in the representation of the designated groups in several occupational groups.
  - the representation of aboriginal peoples increased in 8 out of 12 occupational groups;
  - the representation of persons with disabilities and women increased in 10 out of 12 occupational groups;
  - the representation of members of visible minorities increased in all 12 occupational groups.

# 1

# IMPLEMENTING EMPLOYMENT EQUITY

*"An employer shall, in consultation with such persons as have been designated by the employees to act as their representatives or, where a bargaining agent represents the employees, in consultation with the bargaining agent, implement employment equity . . ."*

*— Employment Equity Act, Section 4*

## Introduction

Under the Employment Equity Act, it is the duty of the employer to implement employment equity. This means to adopt a corporate commitment to achieving "equality in the workplace". The commitment includes analyzing their work force, identifying barriers in policies and practices, developing and implementing an employment equity plan, and monitoring and evaluating their progress towards achieving equity in their work force.

Employers are further required to submit an annual report on the results of their efforts and are encouraged to provide an executive summary highlighting the unique circumstances and achievements of their organization. In some cases, the executive summary provided by employers as part of their employment equity report supplies a more complete understanding of the employer's approach to implementing employment equity programs. This chapter includes some information provided by employers on their activities in implementing employment equity.

Achieving a fair and representative workplace requires innovative approaches at many levels in the corporate structure. Employers can best meet this challenge by following five stages: preparation, analysis, planning, implementation and monitoring. This chapter explores these stages, using actual examples of employer initiatives.

## Preparation

The preparatory process begins with a senior-level commitment to achieving equality in the workplace. Flowing from this commitment is the need to engage the support of middle managers in planning and implementing employment equity programs. Responsibility and accountability for the employment equity process is assigned to a senior-level employee, and each manager is responsible for achieving specific aspects of the employment equity plan. To lay the groundwork for the plan, it is necessary to communicate the values of employment equity to the employees and the community, and enlist full organizational support for employment equity programs.

### Communication Strategy

The Employment Equity Act requires consultation between labour and management, and voluntary self-identification of designated group employees. The goal of the communication strategy is to ensure a positive environment for the implementation of employment equity programs generally, and for labour-management consultation and voluntary self-identification in particular. An effective communication strategy will convey to employees the purpose of the self-identification process, address their concerns, and encourage their full participation.

In order to create a favourable climate for the establishment of equity programs, some employers issued a senior-management message that employment equity was supported by the company and consistent with its goals; this message was communicated in a letter from the president or chief executive officer to each employee, or in articles in the company newsletter. Other employers established a joint employee-management committee to review employment equity issues, and some formed union-management committees to oversee employment equity program activities. In general, these committees were designed to ensure a consistent channel for communication during all stages of the implementation process.

A few employers produced films or videos on employment equity. Some employers reported that comprehensive information sessions helped prepare employees and managers for changes, and a number of companies delivered their message personally to each employee by holding sessions in all their branch offices, including those in remote areas of the country.

The methods, strategies and tools for communicating commitment to employment equity vary, but the goal is to ensure effective implementation at all levels of the organization. To achieve a commitment at all levels in the workplace, the employer needs to promote an understanding of the status of the designated groups and provide opportunities to discuss concerns and to learn.

### Organizational Support

A strong communication strategy will enlist organizational support to implement employment equity. The expertise and information to design and implement equity programs can be obtained from several sources within the company, such as management information systems, human resources, public affairs and employee representatives. Very often, preparing for an employment equity program requires improving or otherwise changing the way in which information on human resources is collected and maintained. Moreover, reporting requirements have had a considerable impact on the creation, establishment and maintenance of human resource information systems; many employers have developed new systems to accommodate equity reporting.

## Analysis

The purpose of the analysis is to identify problem areas in the employer's work force. To do so, the employer must collect information on the make-up of the work force and compare this "internal data" with "external data" on the availability of designated group members. The information collected shows the employer the extent to which designated group members are represented in all occupational groups, and salary levels, as well as in the number of employees hired, promoted and terminated. It provides the basis for planning the employment equity program.

One of the greatest challenges facing employers implementing employment equity programs is to obtain accurate information on designated group members. The Employment Equity Act requires employers to report on designated group employees who identify themselves to an employer, or agree to be identified by an employer. Employers have mentioned, however, that the rate of identification of designated group members is sometimes low, and they expressed frustration at filing reports based on what they considered to be incomplete information. Therefore, some employers have put considerable thought and effort into designing mechanisms to obtain more complete information. Most employers use a survey or questionnaire supported by a full communication strategy.

Employers are encouraged to be flexible and creative in the ways they provide information to employees on the self-identification process and to seek the agreement of employees in using the information for employment equity planning and reporting purposes.

Once the employer has obtained a statistical profile of the equity status of the four designated groups within the company, comparisons may be made between the occupational representation of the groups in the company and their availability. The company can identify specific occupations in which designated groups are underrepresented and can make plans to remedy the situation.

The next step is to conduct a review of employment systems to identify possible barriers to designated group members. Information is collected and analyzed on the relative share of hirings, promotions and

terminations of designated groups in the organization. Employment policies and practices are reviewed in order to identify barriers that tend to exclude members of designated groups. Organizational support is important for the effective management of this review as well as for the communication of the need for non-discriminatory employment practices.

A committee review of employment systems has worked well in some companies; other employers have consulted with designated group representatives to determine the barriers they had encountered to their promotion and transfer opportunities within the company. Upon reviewing their hiring practices, some companies identified barriers; for example, in recruitment, because competitors were restricted to one geographic area or to internal employees only, opportunities for designated groups were somewhat limited. Other employers made assumptions, without checking the facts, that individuals with a disability could not work in their operation. As well, others noted that their training programs were not available to all levels of employees or that standard job evaluation and promotion criteria had not been developed.

## Planning

A comprehensive picture of the areas in which designated groups are underrepresented provides the basis for developing an employment equity action plan. The goal of the plan is to increase the representation of the designated groups in those areas. The plan should be linked as closely as possible with other corporate planning, particularly human resource planning. The equity plan establishes numerical goals for the recruitment, training and promotion of designated group members, and sets out company strategies and time frames for meeting these goals. The employment equity plan also designates the person(s) responsible for results and provides a system for evaluating its success. As every employer's situation is different, the challenges of implementing equity plans vary greatly. Some very real difficulties were reported. For example, some employers described recruitment constraints due to highly specialized occupational requirements or very remote work locations. A few employers reported difficulty in staffing bilingual positions with members of designated groups. Others mentioned union hiring requirements and collective agreements as limitations.

The setting and achievement of goals were also affected by downsizing, expansions, technological changes and company mergers, all of which could alter the size of the work force.

## Implementation

To meet the goals set for each designated group, employers may adopt special measures in recruitment, hiring, training and promotion, and may implement equity initiatives to support the acceptance of these measures within the company.

Employers reported a wide variety of ways in which they have removed barriers for designated group members. Many reported on initiatives to ensure access for aboriginal peoples through training programs provided in conjunction with educational institutions and government. One employer organized plant tours for any interested aboriginal person of working age, offering transportation to the plant from a convenient central location and demonstrating the requirements of various jobs in the company.

A transportation employer created a number of scholarship programs to encourage members of the designated groups to pursue careers in a wide range of non-traditional fields. One program was designed to help aboriginal peoples achieve greater success in professional careers and another program was designed to give women employees an opportunity to complete university training or develop skills in blue-collar occupations.

One company set a goal of 50% female participation in all key management training programs and 50% female recruitment from universities and community colleges. Child care facilities were offered by some employers, and one transportation company opened a 24-hour day-care centre to encourage more women to work in the industry.

Another employer, in co-operation with the union, introduced an employment equity clause into the collective agreement to allow more than 200 positions in Skilled Crafts and Trades Workers occupations to be staffed by designated group members each year. This clause will enable the company to place special emphasis on the transfer and hiring of women qualified for these jobs.

One employer provided sign-language training to all managers of hearing-impaired employees, while another reimbursed employees' tuition fees for sign-language training. Other companies developed and organized cross-cultural awareness sessions for staff members, in order to create a co-operative work environment for all employees in the organization.

In general, employers found that the consultation process with employees or employee representatives contributed significantly to successful implementation of their employment equity plan. Managers and employees respond positively to a plan that values their concerns and ideas, and integrates the employment equity plan into the company's overall business goals.

## Monitoring

To achieve a fair representation of designated groups at all levels, employers should evaluate their achievement of numerical goals, assess the internal and external operating environments, and establish new employment equity priorities and methods as necessary.

Under the Employment Equity Act results are monitored in two ways: by internal monitoring systems designed in the employment equity plan and by external monitoring of published employers' reports by the government and the public.

Internal monitoring mechanisms are used to verify that the employment equity plan consistently achieves results. While the monitoring system can be flexible to suit particular equity needs and the corporate climate, it should ensure that managers are accountable for the results. Employers can thus know what special measures are effective and which areas need further attention.

A few companies mentioned that they monitored their progress by noting results achieved in managers' and supervisors' evaluations. Other employers developed exit interviews for employees leaving the organization in order to identify problems and find solutions. Monitoring was most effective when communication was ongoing and when information was collected from all the stakeholders in the organization. Many employers maintained communication with employees through newsletters or published annual reports on employment equity.

External monitoring is made possible through the Employment Equity Act Annual Report to Parliament. The report tabled in 1988 provided equity profiles of employers for the first reporting year. The present report is a consolidation and an analysis of the second year of employers' reports, and provides an assessment of employers progress towards equity. This analysis explains the context within which equity programs are being established and measures the progress achieved for designated groups.

The 1991 parliamentary review of the Employment Equity Act will provide among other things, an opportunity to monitor the progress achieved by employers reporting under the legislation over several years. Taking into consideration the number of opportunities for change in the work force under the Act, the monitoring process will focus on the degree to which designated groups have benefitted from these opportunities. Employers will be monitored on their progress in achieving a more representative work force under the Employment Equity Act.

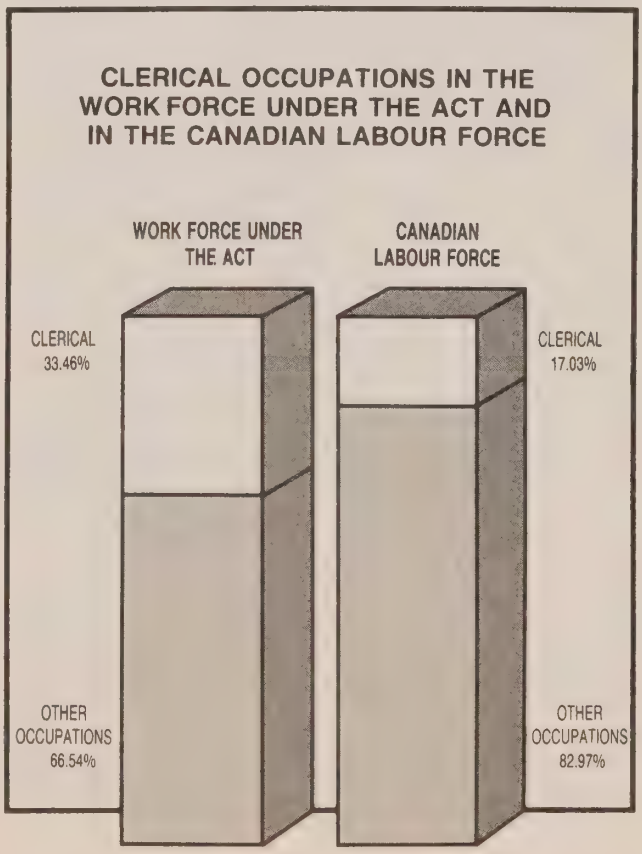
# 2

# SETTING THE CONTEXT

*This chapter briefly describes the work force covered by the Employment Equity Act. Each industrial sector is described, and the results of the employers' reports are summarized. The reader is given a context within which to assess the progress reported for women, aboriginal peoples, persons with disabilities and members of visible minorities.*

## Overview of the Work Force

The work force under the Employment Equity Act in 1988 consisted of an estimated 615,000 employees working for 376 employers. A total of 601,626 employees from 372 of these employers were included in this analysis.[1] About 30% of the employees were found in each of the three major industrial sectors, Banking, Transportation and Communications. The remaining employees were found in Other sectors. Most of the employees (88.34%) were in full-time employment. Finally, the work force under the Act was highly concentrated in central Canada: about two-thirds worked in Ontario (42.71%) or Quebec (21.64%).




### Occupational Profile

The occupational profile of the work force under the Act was different from that of the Canadian labour force and significantly so for Clerical Workers, and Middle and Other Managers. About one-third (33.46%) of all full-time employees under the Act were employed in Clerical Worker occupations versus 17.03% in the Canadian labour force. Middle and Other Managers were found about twice as often in this work force as in the Canadian labour force. There were proportionately fewer Professionals, Sales Workers, Service Workers and Other

[1] Please see "Notes on the Data".

Manual Workers in full-time employment under the Act. Nearly three-quarters (72.71%) of all part-time employees were found in clerical occupations.

### Salaries

In 1988, the estimated average salary for all full-time, part-time and temporary employees in the work force under the Act was $30,210.[2] The average salary for full-time employees was $32,241. More than one-quarter (28.69%) of all full-time employees were paid less than $25,000, and almost one-fifth (19.78%) were paid $40,000 or more. The average part-time salary was $14,469.

### Net Effect of Hirings and Terminations[3]

Employment growth resulting from the net effect of hirings and terminations in the work force under the Act was 1.41% in 1988. This was lower than the 2.7% employment growth in the Canadian economy for the same year.[4] The bulk of employment growth in the work force under the Act occurred in part-time employment. This continued the trend noted in the first reporting year. The net effect of hirings and terminations in 1988 was an increase of 6,818 part-time employees and an increase of only 478 in full-time employment. Employment growth resulting from the net effect of hirings and terminations was thus 12.55% in part-time and .09% in full-time employment.

### Opportunities for Change

There were many opportunities for employers under the Act to implement change in 1988. Employers reported a total of 62,946 hirings and 64,912 promotions into full-time occupations. Many of these hirings and promotions were for occupations in which designated groups are traditionally underrepresented. In full-time employment, there were 303 hirings and 593 promotions of Upper level Managers. There were 4251 hirings and 16,295 promotions of Middle and Other Managers and 3628 hirings and 6140 promotions of Professionals. There were also many hirings and promotions for other occupations in which

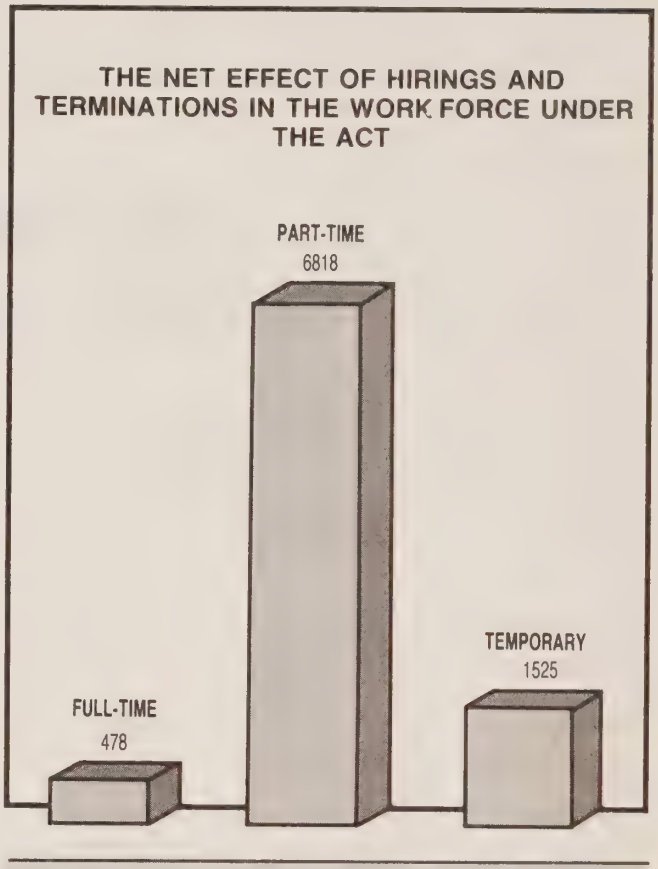



**Table 1**
**Opportunities for Change for Full-Time Employees in the Work Force Under the Act**

| Occupational Groups | Hirings | Promotions | Opportunities for Change |
|---|---|---|---|
| Upper-level managers | 303 | 593 | 896 |
| Middle and other managers | 4251 | 16295 | 20546 |
| Professionals | 3628 | 6140 | 9768 |
| Semi-professionals and technicians | 3965 | 3070 | 7035 |
| Supervisors | 846 | 4659 | 5505 |
| Foremen/women | 381 | 1683 | 2064 |
| Clerical workers | 21552 | 24864 | 46416 |
| Sales workers | 2537 | 878 | 3415 |
| Service workers | 3452 | 271 | 3723 |
| Skilled crafts and trades workers | 4179 | 2607 | 6786 |
| Semi-skilled manual workers | 10607 | 2352 | 12959 |
| Other manual workers | 7245 | 1500 | 8745 |
| | 62946 | 64912 | 127858 |

[2] Please see "Notes on the Data" for the methodology for calculating average salaries.
[3] The net effect of hirings and terminations is calculated by subtracting terminations from hirings. For example, if there were 10 hirings and 8 terminations, the net effect would be 2. For further explanation see "Notes on the Data".
[4] Statistics Canada, The Labour Force, January 1989.

women are traditionally underrepresented such as Skilled Crafts and Trades and Semi-skilled Manual occupations.

## Update on the Banking Sector

### Overview

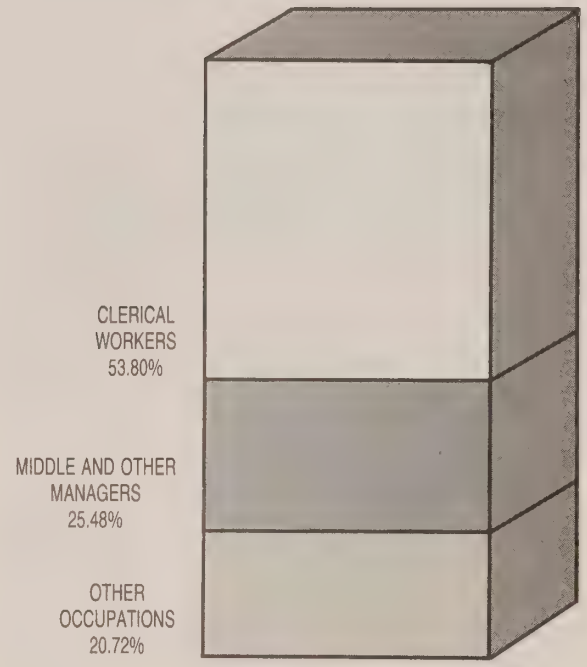
The banking system in Canada consists of the Bank of Canada (the central bank), 8 large domestic banks and 58 smaller foreign banks. Provincial regulatory changes in the securities industry have allowed banks to expand their range of financial services. However, most of this expansion has been in provincially regulated activities, and federally regulated Banking activities have therefore remained reasonably stable. In 1988, 24 banks reported under the Employment Equity Act and all but two operated head offices in Ontario or Quebec.

The Banking work force under the Employment Equity Act was made up of 175,369 employees, or 29.15% of the total work force under the Act. A relatively large proportion (17.11%) of Banking employees worked part-time. In fact, part-time Banking employees represented nearly half (49.05%) of all part-time employees under the Act. The regional distribution of the Banking work force was consistent with that of the entire work force. Almost half (48.68%) were located in Ontario, 19.68% in Quebec and 11.04% in British Columbia.

### Occupational Profile

The occupational profile of the Banking work force showed a high concentration in Clerical Workers and Middle and Other Managers occupations. These two occupations accounted for more than three-quarters of all full-time employees. More than half (53.80%) of all full-time Banking employees were in Clerical Worker occupations, and about one-quarter (25.48) were in Middle and Other Manager occupations. Nearly all part-time employees (96.49%) were Clerical Workers. Most of the employees in Clerical Worker occupations in Banking held positions as tellers or secretaries.

**FULL-TIME OCCUPATIONS IN THE BANKING SECTOR**




### Salaries

The estimated average salary of all full-time, part-time and temporary employees in Banking was $25,713. The average full-time salary ($28,765) and average part-time salary ($11,380) were both lower than those found in the other industrial sectors (Transportation, Communications and Others). Full-time Banking employees were more than twice as likely to be paid under $25,000 than were full-time employees in the Transportation, Communications or Other sectors.

### Net Effect of Hirings and Terminations

Employers in the Banking sector reported that there were 1622 more terminations than hirings in full-time employment and 1655 more hirings than terminations

in part-time employment during 1988. The net effect of hirings and terminations in Banking was to decrease full-time employment and increase part-time employment. Most of the increase in part-time employment occurred in Clerical Worker occupations.

### Opportunities for Change

Employers in the Banking sector hired 15,537 people and promoted 36,430 into full-time occupations during 1988. Many of these hirings and promotions were for occupations that had a low representation of designated groups. A total of 301 employees were hired or promoted into Upper level Manager occupations, 14,192 were hired or promoted into Middle and Other Manager occupations, and over 6000 employees were hired or promoted into Professional occupations.

Clerical Workers and accountants are generally recruited in entry-level positions. Clerical positions usually require a secondary education while certified accountants must hold a university degree. Senior positions are usually filled from within, through promotion of existing staff. For example, of the 301 employees who received opportunities in upper management almost 80% (79.41%) were promotions and only 20.59% were hirings.

Part-time employees usually occupy junior positions, which are often viewed as entry-level positions leading to full-time employment. In some instances, a move from a part-time to a full-time position is considered a promotion. In 1988, almost all (97.95%) of part-time hirings in Banking were for Clerical occupations.

The Banking sector is the least unionized in Canada, with approximately 1% of all bank employees holding union membership. Of the estimated 7000 branches operated by the eight major banks, only 43 have certified bargaining units.

Employers in the Banking sector reported a number of special employment equity activities. Their reports indicated the adoption of special measures and initiatives such as multicultural training, employment equity training for managers, various other training programs and reimbursement of tuition fees for advanced training. Specialized recruitment initiatives were also reported in the majority of banks. This commitment to employment equity is actively communicated to bank employees in bulletins and meetings. As a result of these efforts, employers report that the self-identification process enjoys a relatively high success rate in the Banking sector.

**Table 2**
**Opportunities for Change for Full-Time Employees in the Banking Sector**

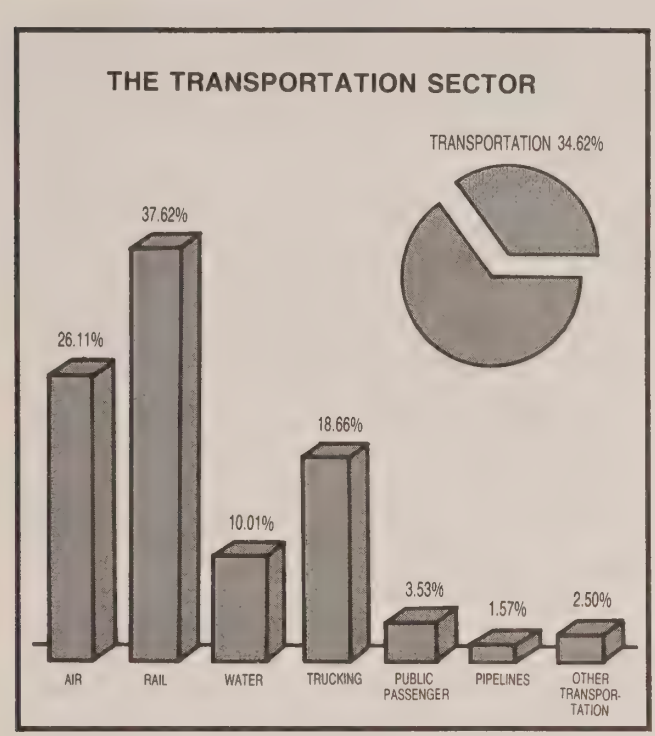
| Occupational Groups | Hirings | Promotions | Opportunities for Change |
|---|---|---|---|
| Upper-level managers | 62 | 239 | 301 |
| Middle and other managers | 2322 | 11870 | 14192 |
| Professionals | 1726 | 4697 | 6423 |
| Semi-professionals and technicians | 166 | 436 | 602 |
| Supervisors | 287 | 2912 | 3199 |
| Foremen/women | 0 | 6 | 6 |
| Clerical workers | 10784 | 16088 | 26872 |
| Sales workers | 65 | 113 | 178 |
| Service workers | 69 | 21 | 90 |
| Skilled crafts and trades workers | 18 | 26 | 44 |
| Semi-skilled manual workers | 4 | 9 | 13 |
| Other manual workers | 34 | 13 | 47 |
| | 15537 | 36430 | 51967 |

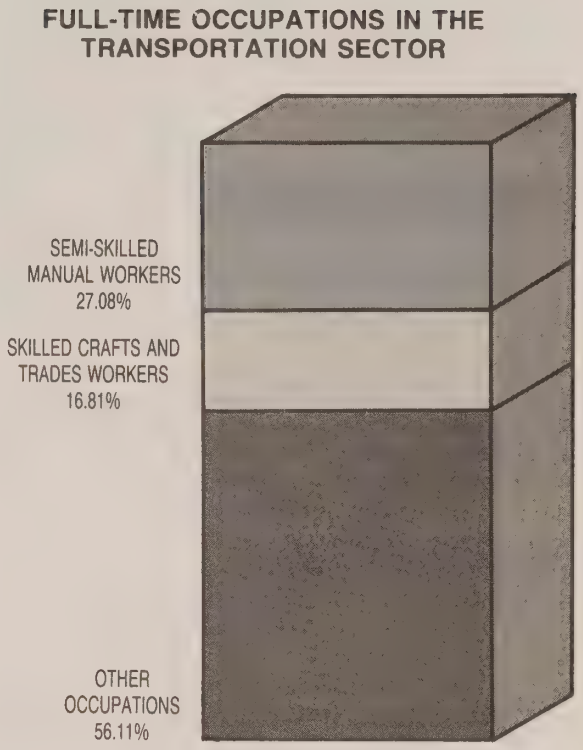
## Update on the Transportation Sector

### Overview

The transportation employers covered by the Employment Equity Act represent a broad range of transportation modes: air, rail, water, trucking, bus and pipeline. However, the transportation sector can be divided into two broad categories: the transport of goods and the transport of people. While competition between modes of transportation is the rule in passenger transportation, trends in the delivery of goods indicate that competitive, cost-effective "intermodal" delivery systems are being developed. For example, the movement of products by "sea-air" offers the speed of air transport combined with the lower cost of shipping by water.

A total of 205 employers involved in transportation activities reported under the Act for 1988. The Transportation work force consisted of 208,265 employees,




or 34.62% of the total work force covered by the Act. Most (94.37%) of these employees were full-time. The distribution of Transportation sector employees across the provinces showed that they were less concentrated in Ontario than employees in Banking, Communications or Others.

### Occupational Profile

Transportation employees were not as concentrated in a limited number of occupational groups as they were in the Banking and Communications sectors. The two largest occupational groups in full-time employment were Semi-skilled Manual Workers (27.08%) and Skilled Crafts and Trades Workers (16.81%). Middle and Other Managers made up 5.2% of all full-time employees, and Clerical Workers made up 13.26%. About one-quarter of part-time employees in Transportation were found in Sales Workers, Semi-skilled Manual Workers or Other Manual Workers occupations.

### Salaries

The estimated average salary of all full-time, part-time and temporary employees in the Transportation sector was $31,870. The average full-time salary was $33,523, and the average part-time salary was $12,600. About one-fifth (21.06%) of all full-time transportation employees were paid less than $25,000.

### Net Effect of Hirings and Terminations

The Transportation sector was the only industrial sector to report more hirings than terminations in both full-time and part-time employment. The net effect of hirings and terminations was an increase of 4242 full-time employees and 3363 part-time employees. In temporary employment, there was an increase of 608. The overall net effect of hirings

Table 3
**The Net Effect of Hirings and Terminations in Transportation by Subsector**

| Subsector | Net Effect |
|---|---|
| Air | 9742 |
| Rail | −1693 |
| Truck | 1202 |
| Water | −296 |
| Public Passenger | −158 |
| Pipelines | −13 |
| Transportation | 8213 |

and terminations was therefore an increase of 8213. Much of this growth occurred in Air Transportation, while many other Transportation subsectors showed decreases.

## Opportunities for Change

The Transportation sector reported a total of 33,070 full-time hirings and 13,140 full-time promotions in 1988. These hirings and promotions, many of which were in occupations under-represented by designated groups, included 302 opportunities for Upper level Managers, 2525 opportunities for Middle and Other Managers, 11,269 opportunities for Semi-skilled Manual Workers and 4506 opportunities for Skilled Crafts and Trades Workers.

Table 4
**Opportunities for Change for Full-Time Employees in the Transportation Sector**

| Occupational Groups | Hirings | Promotions | Opportunities for Change |
|---|---|---|---|
| Upper-level managers | 122 | 180 | 302 |
| Middle and other managers | 813 | 1712 | 2525 |
| Professionals | 787 | 413 | 1200 |
| Semi-professionals and technicians | 1672 | 1314 | 2986 |
| Supervisors | 373 | 675 | 1048 |
| Foremen/women | 332 | 1333 | 1665 |
| Clerical workers | 6689 | 2880 | 9569 |
| Sales workers | 1453 | 303 | 1756 |
| Service workers | 2916 | 213 | 3129 |
| Skilled crafts and trades workers | 2930 | 1576 | 4506 |
| Semi-skilled manual workers | 9686 | 1583 | 11269 |
| Other manual workers | 5297 | 958 | 6255 |
| | 33070 | 13140 | 46210 |

Employers in the transportation sector, have expressed their concern that there are some occupations which have occupational requirements excluding persons with certain disabilities. For example, in air transportation, there are medical requirements for the licensing of pilots.

### Air Transportation

In 1988, the Air Transportation subsector faced considerable turbulence as airlines continued to adjust to deregulation. There was further industry consolidation through acquisitions and new commercial alliances. During 1988, the Canadian government sold a 45% equity interest in Air Canada to the general public.

Domestic passenger traffic increased by about 8% in 1988 and is projected to grow about 5% per year over the next five years. Cargo accounts for about 10% of total revenue in the Air Transportation subsector and should continue to grow steadily.

The 54,372 employees reported in Air Transportation in 1988 represented more than one-quarter (26.11%) of all Transportation employees reported under the Act. More than 90% of the Air Transportation work force were full-time. Nearly one in five (18.68%) of these full-time employees were in Service Worker occupations. Another one-third (37.76%) were Skilled Crafts and Trades Workers, Semi-skilled Manual Workers, and Semi-Professionals and Technicians. Employment growth resulting from hirings and terminations was especially strong in 1988, with employers reporting nearly 10,000 (9742) more hirings than terminations. Most of the net employment growth occurred in Clerical, Sales and Service Worker occupations.

In this highly unionized industry, collective agreements contain clauses that oblige employers to recall laid-off employees before hiring new persons. Seniority is a predominant consideration in promotions, reduction of work forces and recall after layoff.

### Rail Transportation

The Rail Transportation subsector consists mainly of three employers: Canadian Pacific Railways and Canadian National Railways, which operate transcontinental systems for freight transportation, and VIA Rail, which handles all intercity passenger rail

services except commuter services. As a result of competition from other modes of freight and passenger transportation and because of regulatory changes, Rail Transportation employers have had to rationalize operations.

In 1988, the Rail Transportation subsector reported a total of 78,352 employees. This represented more than one-third (37.62%) of all Transportation employees and over one-tenth of all employees reported under the Act. Virtually all Rail employees (98.28%) were full-time. More than half (51.42%) of these full-time employees worked in Skilled Crafts and Trades and Semi-skilled Manual Worker occupations. The reported figures show that there were 2070 more terminations than hirings in full-time employment and 348 more hirings than terminations in part-time employment.

Unions play an important role in this industry. One of the unions' main concerns in this era of downsizing is job security for workers. According to collective agreements, employers must recall laid-off employees before hiring new ones. Seniority largely determines advancement. The majority of employees have more than 15 years of service, and there is little turnover.

### Water Transportation and Services Incidental to Water Transportation

Water Transport employers are primarily engaged in shipping activities, ferry operations and marine towing. Employers in the Services Incidental to Water Transportation are involved in diverse activities connected with harbour and port operations, marine salvage, and warehousing and marine cargo handling. The work in both these subsectors is seasonal in nature. There has also been downsizing because of the mechanization of labour. Employers report difficulties in succession planning because of fluctuating workloads, an aging work force and a shortage of qualified applicants for certain skilled jobs such as ships officers.

In 1988, employers in the Water Transportation subsector and Services Incidental to Water Transportation reported a total of 20,850 employees. This represented about 10% of all Transportation employees. More than 90% (91.03%) were full-time. According to the occupational profile, 56.55% of full-time Water Transport employees were in Skilled Crafts and Trades and Semi-skilled Manual Worker occupations; and nearly 60% (59.88%) of full-time employees in Services Incidental to Water Transportation were in Other Manual Worker occupations. There were 67 more terminations than hirings in Water Transport and 229 more terminations than hirings in Services Incidental to Water Transportation.

The majority of employees in both subsectors are unionized and are thus covered by collective agreements. Unions play a major role in the recruitment and selection of employees in the industry. They operate the hiring halls and are responsible for the daily dispatch of labour. Because workers are selected on the basis of seniority and from the union lists posted in the hirings halls, employers have limited control over the recruitment of employees.

The implementation and reporting of employment equity are usually the responsibility of employers, in consultation with employee (union) representatives. However, in Services Incidental to Water Transport, a unique situation exists: two employer associations are regarded as the employer for the purposes of employment equity.[5]

The implementation and reporting of employment equity have proven quite challenging to Water Transport employers, who operate in a tightly structured environment that is resistant to change. They attribute the lack of equitable representation of designated groups partly to the hiring-hall (closed-shop) method of recruitment and partly to the low rate of employees identifying themselves as members of a designated group for the purposes of employment equity planning.

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[5] Following representations made by these associations and research conducted by CEIC, it was determined that the Maritime Employers' Association (MEA) and the British Columbia Maritime Employers' Association (BCMEA) were in the best position to implement and report on employment equity on behalf of their membership, the longshoring workers (marine cargo handlers). These workers are employed in the occupational categories of: Foremen/Women, Semi-skilled Manual Workers, and Other Manual Workers.

The employer reports therefore provide information only on this select group of employees in the relevant occupational categories.

### Truck Transport

The Truck Transport employers covered by the Employment Equity Act are those who provide inter-provincial services. In 1988, Truck Transport carriers continued the long-term trend of rationalization and consolidation to meet the challenges and opportunities of a changing marketplace. A new national framework for the deregulation of trucking also came into effect on January 1, 1988. Despite generally good economic conditions, industry performance in 1988 was less favourable than during the previous five years.

In 1988, employers in the Truck Transport subsector reported 38,872 employees. This represented 18.66% of all Transportation employees. Most trucking employees (84.85%) were full-time. More than one-half (55.21%) of these full-time employees were in Semi-skilled Manual Worker occupations (mostly drivers), and a further 10.81% of full-time employees were in Other Manual Worker occupations. The net effect of hirings and terminations was positive, with 1202 more hirings than terminations. However, nearly 60% (59.98%) of this growth occurred in part-time employment.

Compared to other Transportation industries, Truck Transport has little trade-union representation. In this period of continued restructuring and a narrowing labour market, the demand for low-skilled workers is constantly declining. There is, however, a shortage of truck drivers, which will probably become more critical in the near future, with the introduction of a new National Highway Safety Code imposing shorter working hours for drivers. The shorter hours will increase the need for two drivers in a truck.

The shortage of drivers requires that carriers draw from a broader segment of society. For instance, in order to encourage women to enter the industry, some employers have introduced a 24-hour day-care service that operates seven days a week.

### Public Transportation Systems

The employers in this subsector that are under federal jurisdiction are those who offer intercity bus services in more than one province. The three largest operators are Greyhound, Voyageur and Gray Coach Lines. As the automobile continues to dominate the short-distance market and air transportation dominates the long-distance market, intercity bus services compete largely with passenger rail services (VIA) for the rest of the market. Passenger rail and intercity bus services together account for less than 10% of all intercity passenger travel. Bus clientele, which consists mainly of the economically disadvantaged and of youth aged 15 to 24, is decreasing by about 10% a year. In an attempt to rejuvenate the industry, carriers are studying options for modernizing services and making them more attractive to travellers. Meanwhile, companies are supplementing their earnings through parcel delivery services.

In 1988, employers in this subsector reported 7355 employees, most (84.90%) of whom were full-time. Almost two-thirds (64.72%) of these full-time employees were Semi-skilled Manual Workers (mostly as drivers). There were 158 more terminations than hirings reported in 1988.

### Pipelines

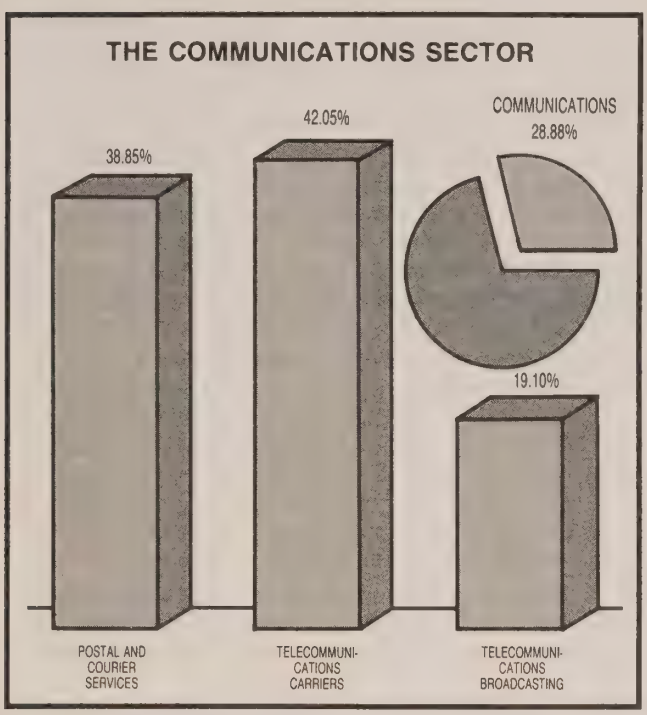
The employers in this subsector operate oil and natural gas pipelines across provincial boundaries. Most natural gas and crude oil are produced in western Canada and transported to consumer regions in eastern Canada and the United States by a few large pipelines. Canada's largest natural gas pipeline company (TransCanada Pipelines Ltd.) and largest oil pipeline company (Interprovincial Pipeline Ltd.) both report under the Employment Equity Act.

In 1988, Pipeline employers reported a total of 3271 employees, almost all of whom were full-time. The net effect of all hirings and terminations was negligible, with 13 more terminations than hirings. In full-time employment, terminations also outnumbered hirings.

## Update on the Communications Sector

### Overview

The Communications sector employers under the Employment Equity Act are postal and courier services, telecommunication and telephone carriers, and those involved in radio and television broadcasting, including cable companies. Most Communications employers are subject to close regulation, and most have a high degree of public visibility. Rapidly changing technology in computers, satellite




communications, fibre optics and the transmission of voice images and data (videotex) continue to challenge employers. The analysis for 1988 includes 88 Communications employers. One-half of these employers reported head offices in Ontario, 13.64% reported head offices in Quebec and 10.23% reported head offices in British Columbia and Alberta.

Communications employers reported 173,774 employees in 1988. Most (90.01%) of these employees were full-time. This represented 28.88% of all employees reported. The regional distribution of Communications employees shows 46.26% in Ontario, 25.80% in Quebec, 14.17% in British Columbia and 4.88% in Alberta.

## Occupational Profile

Over 40% (44.70%) of full-time Communications employees were in Clerical Worker occupations, and 16.50% were employed in Middle and Other Manager occupations. In part-time employment more than three-quarters (77.0%) of the employees were in clerical worker occupations. While the high concentration of employment in clerical and middle management occupations was similar to that observed in the Banking sector, the types of jobs may differ considerably between the two sectors. For example, many Clerical Workers in the Communications sector are employed by Postal and Courier Services in mail handling and mail delivery occupations.

## Salaries

The estimated average salary of all full-time, part-time and temporary employees in the Communications sector was $31,810. The average full-time salary was $33,062, and the average part-time salary was $21,379. About one in seven (14.49%) of communications employees were paid under $25,000.

## Net Effect of Hirings and Terminations

As in the overall work force, there was a trend toward part-time employment in the communications sector. Although there were 1610 more hirings than terminations, only 53.17% of all hirings were for full-time positions. In fact, the net effect of hirings and terminations in full-time employment was a reduction of 777 employees. Hirings and terminations in part-time employment resulted in an increase of 1854 part-time employees, mostly in Clerical Worker occupations. Employers also reported 533 more hirings than terminations of temporary workers. Many of the excess hirings were in Professional and Semi-Professional Technician occupations.

**Table 5**
**The Net Effect of Hirings and Terminations in Communications by Subsector**

| Sector | Net Effect |
|---|---|
| Postal and Courier Services | −501 |
| Telecommunications Carriers | 1329 |
| Telecommunications Broadcasting | 782 |
| Communications | 1610 |

## Opportunities for Change

In 1988, Communications employers reported 10,185 full-time hirings and 11,499 full-time promotions. There were 197 reported opportunities for Upper

**Table 6**
**Opportunities for Change for Full-Time Employees in the Communications Sector**

| Occupational Groups | Hirings | Promotions | Opportunities for Change |
|---|---|---|---|
| Upper-level managers | 83 | 114 | 197 |
| Middle and other managers | 927 | 2065 | 2992 |
| Professionals | 602 | 481 | 1083 |
| Semi-professionals and technicians | 1794 | 954 | 2748 |
| Supervisors | 149 | 900 | 1049 |
| Foremen/women | 28 | 153 | 181 |
| Clerical workers | 3338 | 5209 | 8547 |
| Sales workers | 930 | 405 | 1335 |
| Service workers | 36 | 7 | 43 |
| Skilled crafts and trades workers | 1028 | 823 | 1851 |
| Semi-skilled manual workers | 533 | 271 | 804 |
| Other manual workers | 737 | 117 | 854 |
| | 10185 | 11499 | 21684 |

level Managers, 2992 for Middle and Other Managers, and 1083 for Professionals. Many people were also hired or promoted in Semi-Professional and Technician occupations (2748) and Skilled Crafts and Trades (1851).

### Postal and Courier Services

The Postal and Courier Service subsector is made up of two distinct industries, each with its own mandate. Postal services are provided exclusively by Canada Post, which processes some eight billion letters and parcels every year. Its operations are made possible by a network of approximately 15,000 outlets, 60% of which are run by private business in cities, towns and villages across Canada. Canada Post is highly unionized.

Courier firms offer delivery services for letters and small parcels, usually between major cities. Those that provide interprovincial delivery services are covered under the Employment Equity Act. Most of these companies maintain head offices in Toronto, Montreal or Vancouver and have employees across Canada. With close to 8000 (about 40%) of the industry's employees, Purolator is the largest employer. The market is highly competitive, with frequent takeovers, buyouts and mergers.

Courier services are somewhat less unionized than the postal service subsector: An estimated 40% of courier company employees are union members.

In 1988, the 67,504 employees in Postal and Courier Services represented nearly 40% (38.85%) of all Communications employees. Most (84.18%) of these employees were full-time. Nearly 70% (69.46%) of all full-time employees in Postal and Courier Services were Clerical Workers. In keeping with the trend toward part-time employment in the work force, the net effect of hirings and terminations was an increase of 492 part-time positions and a decrease of 982 in full-time employment.

### Telecommunications Carriers

There are currently 14 telecommunications carriers under federal jurisdiction. However, this number could climb to at least 26 as a result of a recent Supreme Court decision affecting 12 telephone carriers previously under provincial or municipal jurisdiction.

Telecommunications carriers provide satellite, telegraphic, telephone and paging services. Of the 14 employers that are covered under the Employment Equity Act, 11 were privately owned and 3 were partly government owned. Unlike other telecommunications carriers, firms that provide paging and cellular services are not regulated by the CRTC.

Telecommunications carriers operate a virtual monopoly. This subsector is characterized by a boom in research and development, accompanied by constant technological change, increasingly sophisticated services and equipment, rather low employment growth due to the high rate of automation of operations, and healthy economic expansion.

The 73,080 employees reported by employers in this subsector in 1988 represented 42.06% of all Communications employees. Most (94.05%) were full-time. About one-quarter (26.93%) of these full-time employees worked in Skilled Crafts and Trades; one-fifth ((21.38%) were in Middle and Other Manager occupations. Most of the employment growth resulting from the net effect of hirings and terminations occurred in part-time occupations, although full-time employment also increased slightly.

### Telecommunications Broadcasting

The broadcasting industry in Canada consists of a Crown corporation and about 600 private firms, most of which have fewer than 100 employees. Relatively few employers in the industry (67 in 1987, and 68 in 1988) were covered under the Employment Equity Act. Private radio and television stations accounted for 51 of the employers, while the remaining 17 employers were in the cable television industry. Most were located in Ontario, Alberta and Quebec.

In 1988, most Broadcasting workers (75%) were employed by a relatively low proportion of the industry's employers (11%). Most employers in the highly competitive Broadcasting industry reported a profit, but many, particularly AM radio stations, showed a deficit. Ownership was highly concentrated.

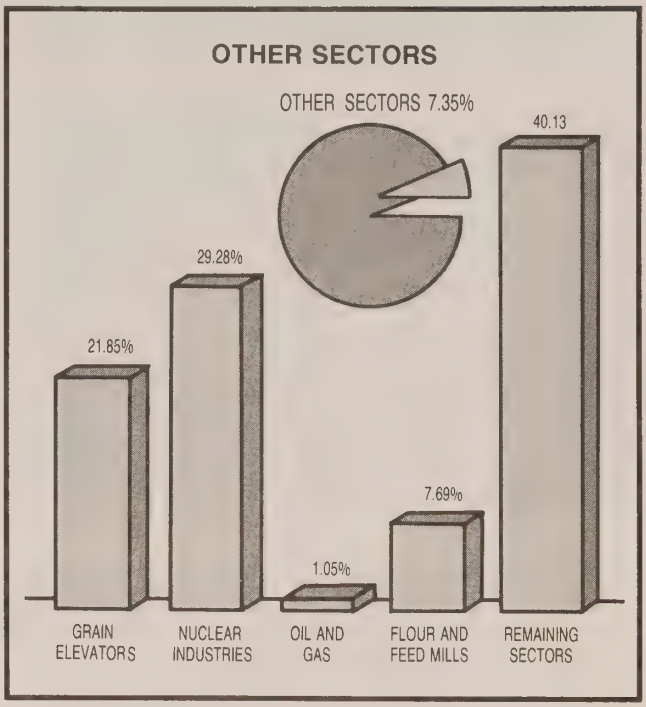
Technology plays a leading role in Telecommunications Broadcasting, which is heavily regulated by the federal government.

Employers in this subsector reported a total of 33,190 employees, thus representing 19.10% of all employees in the Communications sector. Most of the work force (83.11%) were in full-time employment and nearly 10% (9.81%) were temporary employees. The net effect of hirings and terminations was an increase of 782 employees in 1988. However, much of the net increase was in temporary employment.

## Update on Other Industrial Sectors

### Overview

There were 55 employers in this group in 1988. Their diverse activities included: grain storage, nuclear research and manufacturing, uranium mining, coal mining, oil and gas exploration, and flour and feed milling. Employers in Other Industrial sectors reported a total of 44,218 employees, representing 7.35% of all employees under the Employment Equity Act. Almost all (95.08%) of the reported employees were full-time. The average full-time salary of these employees was $35,433. This was higher than the full-time average salaries in Banking, Transportation and Communications.




### Grain Elevator Industry

Employers in this industry are engaged primarily in storing grain in country or terminal elevators, most of which are located in western Canada. Some of these employers are also involved in other business ventures, such as water transport, meat and poultry products, services related to agricultural crops, and printing and publishing.

The eleven federally regulated employers in the grain elevator industry provided work force data on 9660 employees, most (98.91%) of whom were full-time. Nearly one-fifth (19.73%) of the work force were Middle or Other Managers, 23.34% were in Other Manual Worker occupations, and just over 14% (14.39%) were employed as Semi-skilled Manual Workers. The net effect of hirings and terminations was negative, as terminations exceeded hirings by 592 in 1988.

**Table 7**
**Opportunities for Change for Full-Time Employees in Other Sectors**

| Occupational Groups | Hirings | Promotions | Opportunities for Change |
|---|---|---|---|
| Upper-level managers | 36 | 60 | 96 |
| Middle and other managers | 189 | 648 | 837 |
| Professionals | 513 | 549 | 1062 |
| Semi-professionals and technicians | 333 | 366 | 699 |
| Supervisors | 37 | 172 | 209 |
| Foremen/women | 21 | 191 | 212 |
| Clerical workers | 741 | 687 | 1428 |
| Sales workers | 89 | 57 | 146 |
| Service workers | 431 | 30 | 461 |
| Skilled crafts and trades workers | 203 | 182 | 385 |
| Semi-skilled manual workers | 384 | 489 | 873 |
| Other manual workers | 1177 | 412 | 1589 |
| | 4154 | 3843 | 7997 |

## Nuclear Industries

The nuclear energy industries under the Employment Equity Act can be divided into two categories: uranium mining companies, and research and manufacturing employers.[6] Recently, mounting uncertainty and safety concerns have slowed growth in the nuclear industry. During 1988, as part of the federal governments privatization process, Atomic Energy of Canada Ltd. transferred two of its divisions — Radiochemical Products and Medical Products — to the Canada Development Investment Corporation. Saskatchewan Mining Development Corporation also merged with Eldorado Resources Ltd. to form the Canadian Mining Energy Corporation (Cameco), the largest uranium mining company in the Western world.

In 1988, the nuclear industries reported a total of 12,945 employees, 7943 in uranium mining and 5002 in research and manufacturing. More than half (53.89%) of the full-time positions in uranium mining were in Semi-skilled Manual Worker occupations and Other Manual Worker occupations. In research and manufacturing, however, almost half (49.30%) the full-time employees were in Professional and Semi-Professional and Technician occupations. The net effect of hirings and terminations in 1988 did not result in any significant employment growth in either mining or research and manufacturing.

Substantial staff reductions throughout the industry in response to general business considerations over the past several years have severely limited opportunities to improve work force representation. The high-technology research and manufacturing industries employ a large proportion of scientists and engineers; staffing needs are particularly pressing in the professional and management occupations, for which there have been very few qualified applicants from most of the designated groups.

To promote the hiring of aboriginal peoples, some employers have sponsored several pre-employment courses for native persons, who are assured an entry-level position (as vacancies occur) upon successful completion of the training program.

## Crude Petroleum and Natural Gas Industries and Related Service Industries

As most of these industries are under provincial jurisdiction, very few employers are required to submit employment equity reports. In fact, only three employers, with a total of 465 employees, were required to report on their work force. The majority of employees are in permanent full-time occupations.

Employment in northern operations is seasonal, and most employees do not work a standard work week. Moreover, because of the seasonality and isolation of the work, a large number of employees are hired through independent contractors.

## Flour and Feed Mills

Eleven employers, most in western Canada, with business activities related to flour and feed milling provided information on approximately 3400 employees. The majority of workers in this industry, which employs both union and non-union employees, are Other Manual Workers, Semi-skilled Manual Workers, Middle and Other Managers, and Clerical Workers. In 1988, the overall number of employees remained fairly constant (decreasing by 1%).

[6] In Volume 2 of the Report, data on uranium mining employers is found in the metal mines subsector and data on Nuclear Research and Manufacturing employers is found in the Architects, Engineers and Other Scientific and Technical Professions subsector

**Table 8**
**Distribution of Full-time Employees by Occupational Group and Sector in the Work Force Under the Act and in the Canadian Labour Force**

| Occupational Group | Banking | Transportation | Communications | Other Sectors | All Sectors | Canadian Labour Force |
|---|---|---|---|---|---|---|
| Upper-level managers | 1.00% | 0.86% | 0.75% | 1.74% | 0.93% | 1.45% |
| Middle and other managers | 25.48% | 5.52% | 16.50% | 12.03% | 14.63% | 7.04% |
| Professionals | 11.18% | 1.94% | 3.84% | 9.35% | 5.58% | 12.03% |
| Semi-professionals and technicians | 1.07% | 5.82% | 8.81% | 8.24% | 5.57% | 4.59% |
| Supervisors | 6.31% | 2.32% | 3.05% | 4.01% | 3.75% | 2.43% |
| Formen/women | 0.04% | 5.09% | 0.94% | 4.30% | 2.46% | 2.66% |
| Clerical workers | 53.80% | 13.26% | 44.70% | 14.52% | 33.46% | 17.03% |
| Sales workers | 0.34% | 4.98% | 2.72% | 1.45% | 2.79% | 7.70% |
| Service workers | 0.29% | 6.46% | 0.12% | 2.92% | 2.68% | 9.98% |
| Skilled crafts and trades workers | 0.20% | 16.81% | 13.81% | 9.27% | 10.84% | 7.62% |
| Semi-skilled manual workers | 0.09% | 27.08% | 2.83% | 15.96% | 11.88% | 9.02% |
| Other manual workers | 0.20% | 9.87% | 1.93% | 16.20% | 5.44% | 14.87% |
| Not Stated | | | | | | 3.58% |
| Total | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |

**Table 9**
**Distribution of the Work Force Under the Act by Province and Sector**

| Province | Banking | Transportation | Communications | Other Sectors | All Sectors |
|---|---|---|---|---|---|
| Newfoundland | 1.04% | 1.25% | 1.18% | 1.02% | 1.15% |
| Nova Scotia | 2.75% | 2.81% | 1.68% | 8.25% | 2.84% |
| New Brunswick | 1.67% | 3.32% | 1.13% | 0.00% | 1.96% |
| Prince Edward Island | 0.23% | 0.40% | 0.15% | 0.00% | 0.25% |
| Quebec | 19.68% | 23.09% | 25.80% | 5.30% | 21.64% |
| Ontario | 48.68% | 33.58% | 46.26% | 47.35% | 42.71% |
| Manitoba | 3.52% | 8.10% | 2.30% | 15.88% | 5.59% |
| Saskatchewan | 2.93% | 2.34% | 2.09% | 12.00% | 3.11% |
| Alberta | 8.42% | 9.19% | 4.88% | 6.03% | 7.48% |
| British Columbia | 11.04% | 15.57% | 14.17% | 3.76% | 13.00% |
| Yukon | 0.00% | 0.08% | 0.20% | 0.00% | 0.09% |
| Northwest Territories | 0.05% | 0.26% | 0.15% | 0.40% | 0.18% |
| All Provinces | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |

**Table 10**
**Estimated Average Salaries for Full-time and Part-time Employees in the Work Force Under the Act by Sector**

| Sector | Full-time | Part-time | Overall |
|---|---|---|---|
| Banking | $28,765 | $11,380 | $25,713 |
| Transportation | $33,523 | $12,600 | $31,870 |
| Communications | $33,062 | $21,379 | $31,810 |
| Other Sectors | $35,433 | $12,367 | $33,947 |
| All Sectors | $32,241 | $14,469 | $30,210 |

# 3

# THE DESIGNATED GROUP PROFILES

*This chapter presents the equity profiles of the four designated groups. The four groups specifically designated by the Employment Equity Act are:*

- women;
- aboriginal peoples;
- persons with disabilities;
- members of visible minorities.

Aboriginal peoples are Indians, Inuit or Métis, who so identify themselves to their employer, or agree to be so identified by an employer, for the purposes of the Employment Equity Act.

Persons with disabilities are people who, because of any persistent physical, mental, psychiatric, sensory or learning impairment, believe that they are potentially disadvantaged in employment, and who so identify themselves to an employer, or agree to be so identified by an employer, for the purposes of the Employment Equity Act.

Members of visible minorities are persons, other than aboriginal peoples, who are non-Caucasian in race or non-white in colour, and who so identify themselves to an employer, or agree to be so identified by an employer, for the purpose of the Employment Equity Act.

Each designated group profile presents an analysis from two perspectives: Part I outlines the position of the designated group in the Canadian labour force, based on data from the 1986 Census of Canada.[1] Part II is an analysis which summarizes the status of the group in the work force governed by the employment equity legislation.[2] At the end of each designated group profile information is presented in a series of Tables. For more detailed information on the designated groups in the work force under the Act, the reader should consult The Employment Equity Act Annual Report 1989, Tables. Further information on the status of the designated groups in the Canadian Labour Force is given in Appendix B of this volume.

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[1] Occupational data from the 1986 Census were compiled using the population who worked in 1985 or 1986 for women, aboriginal peoples and visible minorities. This population included the experienced labour force (both employed and unemployed) and those not currently in the labour force who last worked sometime in 1985 or 1986. The labour pool for persons with disabilities includes the experienced labour force (both employed and unemployed) and those not currently in the labour force who had worked sometime in the period 1981 to 1986. Unpublished data, Statistics Canada, 1986 Census, The Health and Activity Limitation Survey.

[2] This work force refers to those people who were reported as employees in 1988 by employers under federal jurisdiction who were subject to the Employment Equity Act. Employers reported according to the total number of men and women and according to the numbers of individuals within the four designated groups who identified themselves as such, or who agreed to be identified as such, for the purposes of the Employment Equity Act.

# WOMEN

## 1. Profile of Women in the Canadian Labour Force

The number of Canadians in the labour force rose from 64.8% of the total population in 1981 to 66.5% in 1986. This increase reflected the growing number of women in the labour market. Total employment rose by 534,300 during this period; women accounted for 95% of this increase. Whereas the participation rate of men decreased slightly, from 78.2% to 77.5%, the rate for women increased from 51.8% to 55.9%. The most significant increase occurred among women between the ages of 25 and 44, whose participation rate rose from 65.2% in 1981 to 73% in 1986.

In 1986, the unemployment rate for women was 11.2% in comparison to 9.6% for men. Unemployment was higher for women than for men in all age groups except between the ages of 15 and 24. Women comprised 44% of workers in all occupations in Canada, but they were not equally represented in all occupations. They held 17.4% of Upper level Manager positions and 33.1% of Middle and Other Managers positions in 1986. Women were also underrepresented in the Skilled Crafts and Trades occupations, where they made up 8.3% of the work force. In comparison, 14% of the Semi-skilled Manual occupations and 29.2% of Other Manual occupations were held by women. Conversely almost 80% of all Clerical Workers and 61.3% of all Service Workers were women.

In 1981, women were less likely than men to have some post-secondary education. Approximately 36 per cent of women had some post-secondary education whereas almost 43 per cent of men had some post-secondary education.

Since 1981, however, the university graduation pattern has featured strong growth at all degree levels with women leading the way. In 1987, Canadian universities granted more than 103,000 degrees at the bachelor level. This number represented growth of more than 21% from 1981. Female graduates outnumbered male graduates for the seventh year in a row and by 1987 accounted for 53% of those receiving bachelor's degrees. At the master's level, the total number of degrees granted in 1987 was 15,978, for an increase of 23.8% from 1981. Female graduates were primarily responsible for this growth, as their numbers rose over 42% in the intervening period. By 1987, females had increased their share to 45% of the total number of master's degrees awarded. At the doctorate level, the growth rates are even higher, as 2,384 degrees were granted in 1987, 31.2% increase. Women's share of doctorates increased by 55% from 1981, and now accounts for 28.6% of the total.

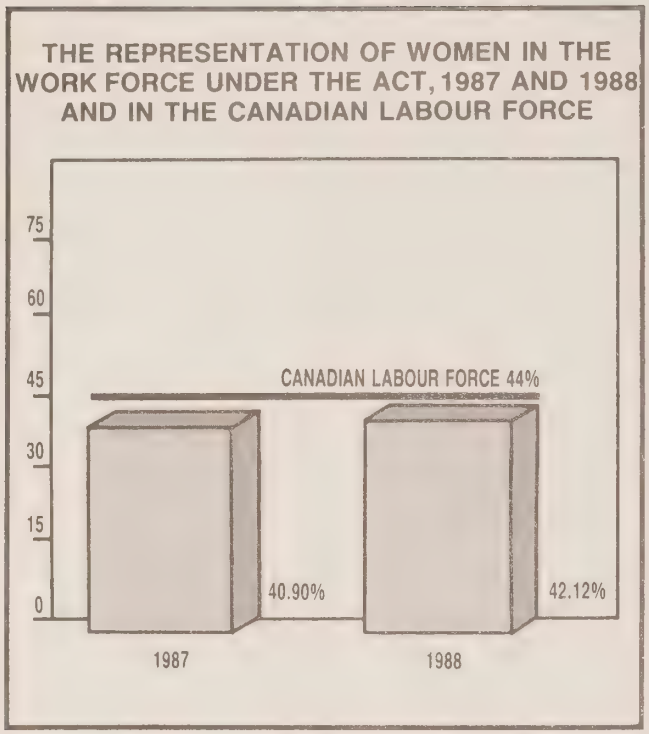
Almost 59,000 students graduated from community colleges and related institutions in 1986, representing a 16% growth from 1981. There was a 13% increase in the number of women graduates from colleges over this period.

The differential in earnings between women and men employed full-time has narrowed somewhat over the five-year period between the last two censuses. The ratio of female to male earnings increased from 63.8% in the 1981 Census to 65.5% in 1986. The average individual earnings for Canadians working full-time as measured by the 1986 Census was almost $27,000. For men, the full-time average exceeded $30,000. For women, average full-time earnings were just below $20,000. A significant earning differential between men and women was evident.

Furthermore, the 1986 Census average earnings data also showed that the differential between the earnings of women and men in the Upper level Manager category was the largest among the 12 employment equity occupational groups. The ratio of female to male earnings in the Upper level Manager category was 57.5%. The 72.2% ratio of female to male earnings, in Clerical occupations represented the smallest earnings differential between men and women in any occupational group.

## 2. Profile of Women in the Work Force under the Act

The 253,426 women employees reported by employers constituted 42.12% of the work force under the Act. While this was 1.22% higher than in the first reporting year, women's representation in the work force under the Act remained lower than their representation in the Canadian labour force (44%).




The representation of women in the work force under the Act was also lower than Canadian labour force figures in all provinces except Ontario, for which employers provided a report.

Most of the increase in women's representation occurred in full-time employment. An increase of 1.06% raised women's representation to 38.55% of all full-time employees reported in 1988.

In contrast to their underrepresentation in full-time employment, women constituted 74.21% of all reported part-time employees. Nearly one in five women (17.91%) was found to be in part-time employment, versus 4.53% of men. This is significant because part-time positions generally have lower average salaries and fewer opportunities for promotion.

### Women who are Members of Another Designated Group

The employers' reports showed that women in the work force under the Act were disadvantaged. However, there were indications that women who are members of another designated group faced additional disadvantages. Nearly one in ten women reported under the Act (9.69%) were also members of another designated group (7.56% were members of visible minorities, 1.45% were persons with disabilities and .68% were aboriginal peoples). The remaining women (90.31%) were white women without disabilities.[1]

Women who are members of another designated group were more heavily concentrated in Clerical occupations than were white women without disabilities. Proportionately more women who are members of another designated group were also earning full-time salaries of less than $25,000. While 51.99% of the white women without disabilities were paid less than $25,000, the rate increased to more than 60% for women who are members of another designated group. Women who are members of another designated group were also more likely than other women to be working part-time.

### Occupational Profile

The occupational profile of men and women differed considerably. Women were heavily concentrated in Clerical occupations. Almost two-thirds (63.15%) of women employed full-time were Clerical Workers, versus 14.83% of men.[2] Nearly all women working part-time (86.54%) were employed in Clerical positions. Women in the work force under the Act were rarely employed in non-traditional occupations, such as Skilled Crafts and Trades, Semi-skilled Manual occupations and Other Manual occupations.

Women's representation has increased in most occupations since the first reporting year. However, women's occupational profile continued to reflect

[1] Women who are members of more than one designated group are recorded by employers in each appropriate category. For example, an aboriginal woman is recorded once in the aboriginal peoples column and once also in the women's column. As a result of this process, there is some double counting and overlap. After the numbers of disabled, aboriginal and visible minority women are subtracted from the total number of women, the remaining women must by definition be white and without disabilities.

[2] A larger proportion of men are found in Clerical occupations than in last year's report. This is because some Semi-skilled Manual workers in the Communications sector have been reclassified as Clerical Workers.

Table 1
Full-time Occupational Distributions for Men and Women in the Work Force Under the Act

| Occupational Group | Men | Women |
|---|---|---|
| Upper-level managers | 1.43% | 0.14% |
| Middle and other managers | 15.44% | 13.33% |
| Professionals | 5.37% | 5.90% |
| Semi-professionals and technicians | 7.47% | 2.55% |
| Supervisors | 2.69% | 5.44% |
| Foremen/women | 3.91% | 0.14% |
| Clerical workers | 14.83% | 63.15% |
| Sales workers | 2.29% | 3.59% |
| Service workers | 1.88% | 3.94% |
| Skilled crafts and trades workers | 17.38% | 0.42% |
| Semi-skilled manual workers | 18.87% | 0.74% |
| Other manual workers | 8.43% | 0.66% |
| Total | 100.00% | 100.00% |

their high degree of segregation. In 1988, women represented more than three-quarters (75.93%) of all Clerical Workers reported. This figure was about 4% lower than the representation of women in Clerical occupations in the Canadian labour force.[3] Women also made up a high percentage of Supervisors (56.21%), Sales Workers (55.67%), and Service Workers (54.25%). Women were poorly represented in Upper level Manager occupations (5.65%), Skilled Crafts and Trades (1.66%), Semi-skilled Manual (3.27%) and Other Manual occupations (5.99%).

## Salaries

Women continued to be paid much less than men, and the full-time wage gap[4] (now 28.74%) has not narrowed significantly since the first reporting year. The estimated average full-time salary of women was $25,839 in 1988. The full-time salary distributions of men and women also reflected the wage gap. More than half (53.02%) of all women working full-time and only 13.42% of men earned less than $25,000 in 1988. Women were also more likely to be paid less than men in almost all occupational groups in all sectors.

Table 2
Estimated Average Salaries for Men and Women in the Work Force under the Act

| | Full-time | Part-time | Overall |
|---|---|---|---|
| All | $32,241 | $14,469 | $30,210 |
| Men | $36,258 | $15,409 | $34,980 |
| Women | $25,839 | $14,141 | $23,655 |
| Women/Men | 71.26% | 91.77% | 67.63% |

## Net Effect of Hirings and Terminations

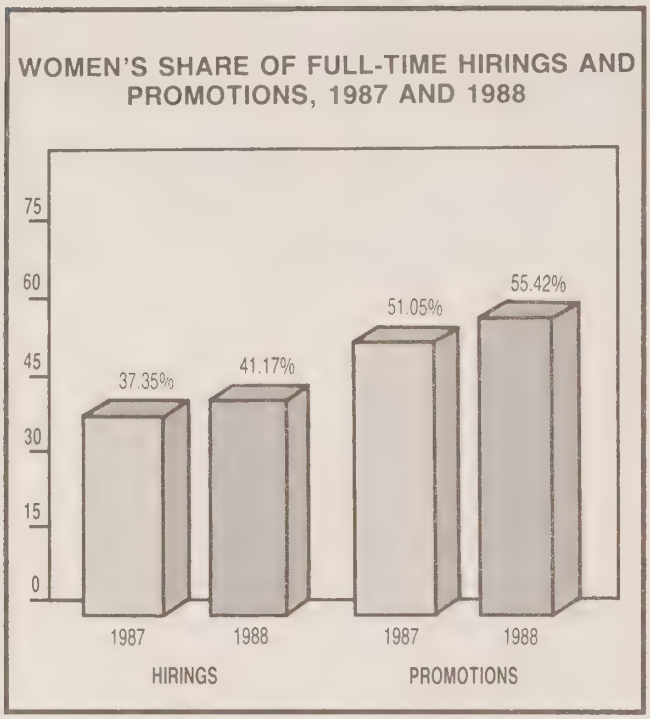
Employers reported that more women were hired than terminated in full-time, part-time and temporary positions during 1988. The overall net effect of the 43,753 women hired and 36,127 women terminated during 1988 was an increase of 7626 female employees. However, most (59.73%) of the net effect was in part-time employment, and about one-third (33.56%) was in full-time employment. The net effect of hirings and terminations of women led to a net employment growth of 3.10%, which was higher than that for the work force.[5] By comparison, there was a net loss of 2091 full-time male employees, and a net gain of 2263 part-time and 1014 temporary male employees.

The pattern of hirings and terminations reinforced the existing occupational distribution of women. The bulk of women's net employment growth from hirings and terminations was in Clerical, Sales and Service occupations. There were more terminations than hirings for women in Middle and Other Managers, Supervisors Forewomen and Professional occupations.

## Opportunities for Change

Employers reported that 25,918 women were hired and 35,973 were promoted into full-time occupations during 1988. Women's share of full-time hirings increased from 37.35% in 1987 to 41.17% in 1988. Women's share of full-time promotions also increased, from 51.05% in 1987 to 55.42%. Increases in women's share of hirings and promotions occurred in most occupations. However, two-thirds of women's

[3] See footnote 2.
[4] The Employment Equity Act does not require the reporting of sufficient information to allow for an analysis of all the factors that determine the wage gap.
[5] Please see "Notes on the Data" for further information on this measurement.




full-time hirings were into Clerical occupations. Women were hired in less than 10% of the opportunities in Foremen/Women occupations, Semi-skilled Manual occupations, Skilled Crafts and Trades and Other Manual occupations. Of full-time Upper level Manager hirings, 11.88% were women.

## Banking Sector

Women represented more than three-quarters (76.08%) of all reported Banking employees in 1988. The Banking sector employed a total of 133,427 women, or over half (52.65%) of all women under the Employment Equity Act. The representation of women by province in the Banking sector was consistently high.

### Occupational Profile

The occupational profile of women in the Banking sector was very different from men's and continued to show a high degree of occupational segregation. More than two-thirds (67.59%) of full-time and almost all (96.74%) part-time female employees in this sector were Clerical Workers. As a result, women held 91.71% of the Clerical occupations in Banking. This figure was substantially higher than the representation of women in Clerical occupations in the other sectors under the Act (Transportation, Communications and Others) and in the Canadian labour force. Banking was the only sector in which women outnumbered men in Professional occupations.

Since the first reporting year, the representation of women in Middle and Other Manager occupations has increased from 39.26% to 42.67%. The representation of women has also increased in Upper level Manager and Professional occupations. Despite these increases, women continued to hold less than 5% (4.44%) of all Upper level Manager positions in Banking.

### Salaries

The estimated average full-time salary paid to women in the Banking sector was $23,792. This was 56.86% of the average full-time salary of men in Banking. The full-time wage gap between men and women in this sector was significantly larger than that in the other sectors (Transportation, Communications and Others). The wage gap was reflected in the salary distributions of full-time male and female Banking employees. About 70% (70.26%) of the women versus fewer than 20% (19.42%) of the men working in the Banking sector were paid less than $25,000.

**Table 3**
**Estimated Average Salaries for Men and Women in the Banking Sector**

| | Full-time | Part-time | Overall |
|---|---|---|---|
| All | $28,765 | $11,380 | $25,713 |
| Men | $41,845 | $10,340 | $40,291 |
| Women | $23,792 | $11,455 | $21,130 |
| Women/Men | 56.86% | 110.78% | 52.44% |

### Net Effect of Hirings and Terminations

There were 390 more terminations than hirings of women in the Banking sector in 1988. The net effect of hirings and terminations was a reduction of 1845 full-time female employees and an increase of 1327 part-time and 128 temporary female employees. The net effect in full-time employment included 215 more terminations than hirings in Middle and Other

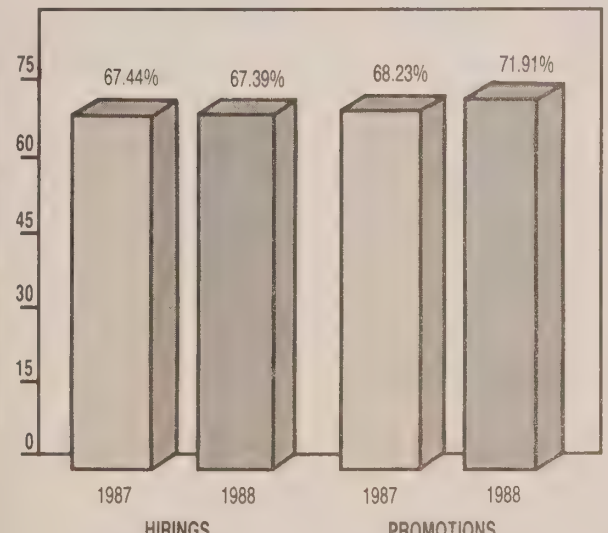
Managers and 478 more terminations than hirings in Supervisor occupations. In part-time employment, there were more terminations than hirings of women in all occupations except Clerical Workers, which showed 1378 more hirings than terminations.

### Opportunities for Change

Women's share of full-time hirings remained constant in 1988 at about two-thirds (67.39%) and their share of full-time promotions increased by almost 4% (3.68%), to 71.91% of all full-time promotions in the Banking sector. Women's share of hirings into Upper level Manager, Middle and Other Manager and Professional occupations has increased slightly since the first reporting year. Their share of full-time promotions, however, remains lower than their representation.

In Middle and Other Manager occupations, women received 48.48% of the opportunities and in Professional occupations women received 54.37% of the opportunities. In Upper level Manager occupations, women received 11.29% of all hirings and 9.62% of all promotions.

**WOMEN'S SHARE OF FULL-TIME HIRINGS AND PROMOTIONS IN THE BANKING SECTOR, 1987 AND 1988**




## Transportation Sector

A total of 38,857, or 15.33%, of all women under the Act were reported by Transportation sector employers in 1988. Women represented 18.66% of all reported Transportation employees. This was slightly higher than the 16.91% reported in the first year. All provinces for which Transportation sector employers reported indicated low representation of women, with the lowest in Saskatchewan (5.86%) and the Yukon (2.44%). The representation of women was also consistently low in the Transportation subsectors. Increases in the representation of women of less than 1% were reported in all subsectors except Air Transportation (2.15%), Pipelines (1.03%) and Public Passenger Transit Systems (3.11%). In Services Incidental to Water Transportation, women's representation declined slightly.

In Air Transportation, women held 38.30% of the positions. In Rail Transportation, women represented less than one of every ten employees (8.69%). In Truck Transportation and Public Passenger Transit System, women represented 14.76% and 19.59% respectively. Women constituted 12.60% of employees in Water Transportation and 19.32% in Pipeline Transport.

### Occupational Profile

In the Transportation sector, women were also employed in very different occupations from men. Over 80% (80.94%) of full-time female employees were Clerical, Sales or Service Workers, whereas nearly two-thirds (63.91%) of the full-time male employees were in Skilled Crafts and Trades, Semi-skilled Manual occupations and Other Manual occupations. This gender division of labour was evident in each of the Transportation subsectors.

Women's representation in Middle and Other Manager and Professional occupations has increased slightly since the first reporting year. The representation of women in non-traditional occupations, however, remained low: fewer than 1% in Skilled Crafts and Trades, fewer than 3% (2.90%) in Semi-skilled Manual occupations and 3.72% in Other Manual occupations. Women were also underrepresented in Upper level Manager occupations (4.48%).

Table 4
Estimated Average Salaries for Men and Women in the Transportation Sector

| | Full-time | Part-time | Overall |
|---|---|---|---|
| All | $33,523 | $12,600 | $31,870 |
| Men | $35,049 | $13,520 | $33,639 |
| Women | $26,261 | $11,292 | $24,148 |
| Women/Men | 74.93% | 83.52% | 71.79% |

### Salaries

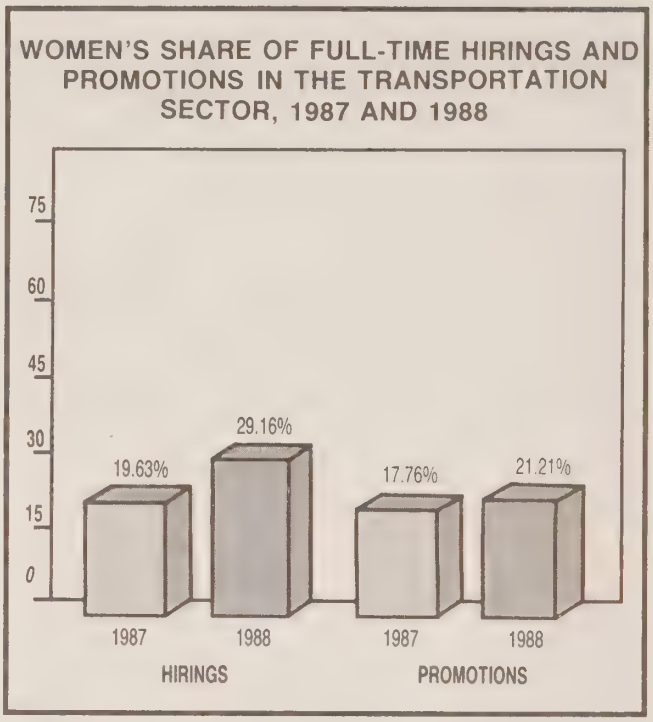
Women working full-time in the Transportation sector continued to be paid less then men, and the wage gap (now 25.07%) has remained stable since the first reporting year. The average full-time salary of women in this sector ($26,261) was less than three-quarters (74.93%) of the average full-time salary for men. Nearly half (44.86%) of the women versus 16.06% of men working full-time in the Transportation sector were paid less than $25,000. In the Transportation subsectors, women were consistently more likely than men to be paid less than $25,000.

### Net Effect of Hirings and Terminations

Employers in the Transportation sector reported that they hired 14,348 women and terminated the employment of 7890. The net effect of these activities was an increase of 6458 women. Most of the increase (6080) was in Air Transportation, and the occupations most affected were Clerical, Sales and Services. The net effect of hirings and terminations thus reinforced the current occupational distribution of women in the Transportation sector.

### Opportunities for Change

Women's share of full-time hirings increased by almost 10% (9.53%) over the first reporting year, and their share of promotions increased by more than 3%. Of a total of 46,210 opportunities for change through hirings and promotions in full-time employment, 29.16% of the hirings and 21.21% of the promotions went to women. Women's representation in full-time hirings increased in several occupations. Their largest increase (19.63%) occurred in Service occupations. Women's share of full-time hirings in non-traditional occupations, however, remained low: 2.05% in Skilled Crafts and Trades, 5.44% in Semi-skilled Manual occupations, and 6.27% in Other Manual




occupations. Of a total of 302 opportunities in Upper level Manager occupations, women received 18, or 5.96%.

## Communications Sector

Employers in the Communications sector reported 71,181 women in 1988. This represented 28.09% of all female employees under the Act. The representation of women in the Communications sector increased by 1.39%, to 40.96% of the Communications work force. In the Communications subsectors, the representation of women also increased slightly, and now ranges from 36.30% in Postal and Courier Services and 36.10% in Telecommunications Broadcasting to 47.48% in Telecommunications Carriers.

### Occupational Profile

The differences between the occupational profiles of men and women were not as marked in the Communications sector as in other sectors because of the types of jobs included in the Clerical Workers occupational group. More than one-third (37.55%) of

**Table 5**
**Estimated Average Salaries for Men and Women in the Communications Sector**

| | Full-time | Part-time | Overall |
|---|---|---|---|
| All | $33,062 | $21,379 | $31,810 |
| Men | $35,454 | $20,227 | $34,546 |
| Women | $29,113 | $21,929 | $27,865 |
| Women/Men | 82.11% | 108.42% | 80.66% |

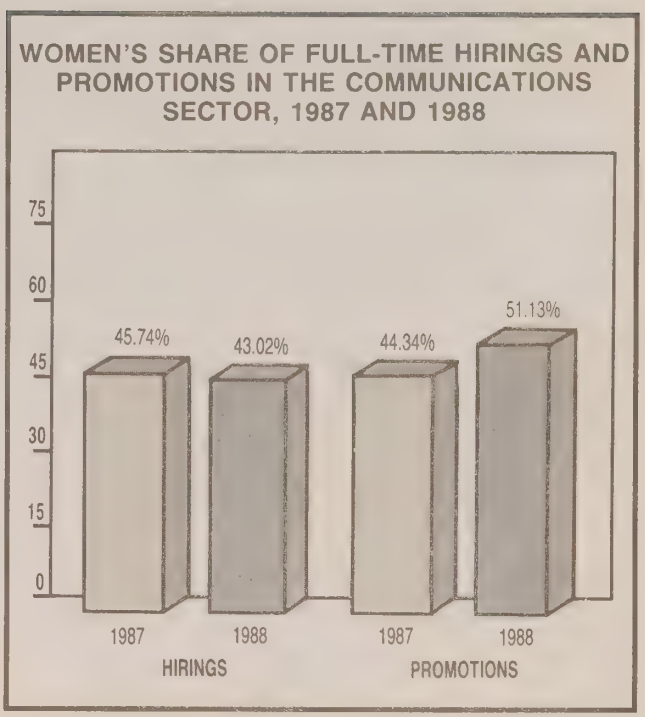
the men employed full-time in the Communications sector worked in Clerical occupations versus 67.28% of women. Most of the men employed in Clerical occupations were found in Postal and Courier Services, where they actually held the majority (61.18%) of these positions. Women held 93.17% of all Clerical jobs in Telecommunications Carriers and 84.22% of Clerical occupations in Telecommunications Broadcasting. Women's representation has increased slightly in most Communications sector occupations, but women continued to have very low representation in Upper level Manager occupations (7.85%), Professional occupations (29.46%) and Skilled Crafts and Trades (2.88%).

### Salaries

The average full-time salary for women in the Communications sector was $29,113. This was the highest average full-time salary paid to women under the Act. However, it was still substantially (17.89%) lower than men's average salary. The full-time salary distribution of men and women in the Communications sector reflects the salary gap. More than one quarter (26.92%) of full-time women versus 6.95% of the men were paid less than $25,000.

### Net Effect of Hirings and Terminations

Communications employers reported 8662 hirings and 7024 terminations of women. The net effect of these activities was an increase of 1638 in the number of female employees and a decrease of 28 in the number of male employees. In the Telecommunications Carriers subsector, there were 1167 more hirings than terminations of women. In Postal and Courier Services there were 83 more terminations than hirings of women, and in Telecommunications Broadcasting 554 more women were hired than terminated.




### Opportunities for Change

Women's share of full-time hirings was slightly lower than in the first reporting year, while their share of full-time promotions was almost 7% higher. Communications employers reported 4382 full-time hirings and 5879 promotions of women in 1988. In full-time employment, 43.02% of the hirings and 51.13% of the promotions were of female employees. Hirings of female employees were up in all occupations except Professional, Skilled Crafts and Trades and Semi-skilled Manual. There was also a large increase in women's share of promotions to Supervisor occupations.

## Other Sectors

A total of 9961 women, or 3.93% of all women under the Act, worked in Other sectors in 1988. They represented 22.53% of all employees in these sectors. In uranium mining they constituted 7.94% of the reported employees, and in nuclear research and manufacturing they represented 21.39% of the employees. In the Grain Elevator industry, women represented 15.65% of the employees. The representation of women has increased slightly in all three of these subsectors since the first employer reports were filed.

## Occupational Profile

The occupational profile of women in the Other sectors was also very different from men's. Over one-half (55.91%) of women employed full-time were in clerical occupations versus 3.31% of men. More than one in five men (20.05%) were employed in Semi-skilled Manual occupations versus less than one in one hundred women (.86%). Women held more than 70% of the Clerical jobs in each of the subsectors. In uranium mining they held 73.10%, in grain elevators they held 83.50% and in nuclear research and manufacturing they held 86.52%. Women held less than 10% (8.30%) of the Professional occupations and 1.25% of all Skilled Crafts and Trades occupations in nuclear research and manufacturing.

## Salaries

The estimated average full-time salary of women in Other sectors was $27,139, or 72.03% of men's average salary. The full-time salary distribution of women reflected their lower average salary. Nearly one-half (49.99%) of women were paid less than 25,000 versus 12.13% of men.

## Net Effect of Hirings and Terminations

Employers in Other sectors reported a total of 1892 hirings and 1972 terminations of women during 1988. The net effect of these activities was to reduce the number of women by 80. The net effect of hirings and terminations reduced the number of men by 1104.

## Opportunities for Change through Hirings and Promotions

Women's share of full-time hirings and promotions has increased since the first reporting year. Employers reported that women received 1106, or 34.21%, of full-time hirings and 1421, or 28.94%, of full-time promotions. The representation of women in hirings increased in several occupations. However, their share of hiring into non-traditional occupations has not shown improvement since the first reporting year. Meanwhile, women's share of hirings into full-time Clerical occupations increased to nearly 90% (86.23%) in 1988.

**Table 6**
**Estimated Average Salaries for Men and Women in the Other Sectors**

| | Full-time | Part-time | Overall |
|---|---|---|---|
| All | $35,433 | $12,367 | $33,947 |
| Men | $37,680 | $12,648 | $36,403 |
| Women | $27,139 | $11,939 | $25,490 |
| Women/Men | 72.03% | 94.40% | 70.02% |

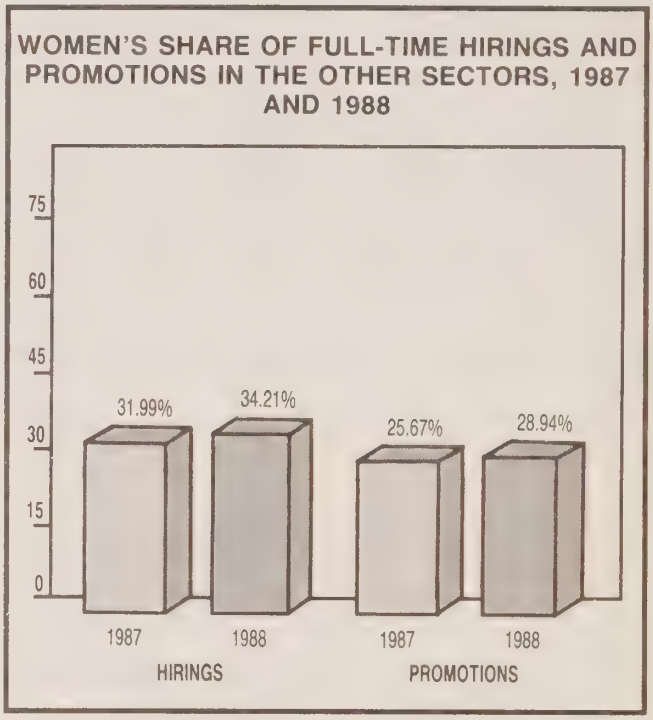


**Table 7**
**Men and Women by Employment Status and Sector**

| Employment Status | | Banking | Transportation | Communications | Other Sectors | All Sectors |
|---|---|---|---|---|---|---|
| Full-time | All | 144,781 | 192,385 | 153,150 | 41,150 | 531,466 |
| | Men | 39,877 | 158,934 | 95,369 | 32,379 | 326,559 |
| | Women | 104,904 | 33,438 | 57,787 | 8,771 | 204,900 |
| | Women% | 72.46% | 17.38% | 37.73% | 21.31% | 38.55% |
| Part-time | All | 29,997 | 11,726 | 17,262 | 2,177 | 61,162 |
| | Men | 2,017 | 6,862 | 5,579 | 1,314 | 15,772 |
| | Women | 27,980 | 4,864 | 11,683 | 863 | 45,390 |
| | Women% | 93.28% | 41.48% | 67.68% | 39.64% | 74.21% |
| Temporary | All | 591 | 4,154 | 3,362 | 891 | 8,998 |
| | Men | 48 | 3,599 | 1,651 | 564 | 5,862 |
| | Women | 543 | 555 | 1,711 | 327 | 3,136 |
| | Women% | 91.88% | 13.36% | 50.89% | 36.70% | 34.85% |
| Overall | All | 175,369 | 208,265 | 173,774 | 44,218 | 601,626 |
| | Men | 41,942 | 169,395 | 102,599 | 34,257 | 348,193 |
| | Women | 133,427 | 38,857 | 71,181 | 9,961 | 253,426 |
| | Women% | 76.08% | 18.66% | 40.96% | 22.53% | 42.12% |

**Table 8**
**Representation Women by Province and Sector***

| Province | Banking | Transportation | Communications | Other Sectors | All Sectors |
|---|---|---|---|---|---|
| Newfoundland | 84.04% | 12.93% | 39.45% | 2.87% | 39.20% |
| Nova Scotia | 78.73% | 18.31% | 35.41% | 2.34% | 35.28% |
| New Brunswick | 83.03% | 12.28% | 35.09% | * | 33.91% |
| Prince Edward Island | 83.33% | 17.34% | 36.64% | * | 38.60% |
| Quebec | 76.81% | 18.16% | 38.41% | 33.20% | 41.22% |
| Ontario | 72.80% | 20.95% | 42.15% | 24.41% | 45.37% |
| Manitoba | 80.45% | 14.74% | 37.41% | 24.00% | 31.49% |
| Saskatchewan | 77.86% | 5.86% | 45.23% | 15.55% | 36.15% |
| Alberta | 81.99% | 19.67% | 45.44% | 18.74% | 45.23% |
| British Columbia | 81.83% | 19.34% | 41.77% | 26.75% | 42.30% |
| Yukon | * | 2.44% | 43.43% | * | 30.35% |
| North West Territories | 82.11% | 17.35% | 29.12% | 0.00% | 23.52% |
| Canada** | 76.08% | 18.66% | 40.96% | 22.53% | 42.12% |

* Note: an asterix replaces the value when there were no provincial reports
** These representation figures are calculated from the sum of national reports all other representation figures in this table are derived from the sum of provincial reports.

Table 9
Full-time Occupational Distributions for Men and Women by Sector

| Occupational Group | Banking | | Transportation | | Communications | | Other Sectors | | All Sectors | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Upper-level managers | 3.46% | 0.06% | 0.99% | 0.22% | 1.11% | 0.16% | 2.05% | 0.59% | 1.43% | 0.14% |
| Middle and other managers | 53.54% | 14.81% | 5.86% | 3.93% | 16.28% | 16.86% | 13.06% | 8.22% | 15.44% | 13.33% |
| Professionals | 17.89% | 8.63% | 1.84% | 2.38% | 4.58% | 2.61% | 9.61% | 8.38% | 5.37% | 5.90% |
| Semi-professionals and technicians | 1.35% | 0.97% | 6.52% | 2.45% | 11.31% | 4.70% | 8.38% | 7.73% | 7.47% | 2.55% |
| Supervisors | 2.96% | 7.58% | 1.98% | 3.96% | 3.44% | 2.42% | 3.66% | 5.31% | 2.69% | 5.44% |
| Foremen/women | 0.16% | 0.00% | 6.04% | 0.58% | 1.42% | 0.14% | 5.43% | 0.15% | 3.91% | 0.14% |
| Clerical workers | 17.50% | 67.59% | 6.69% | 44.49% | 31.19% | 66.98% | 3.31% | 55.91% | 14.83% | 63.15% |
| Sales workers | 0.66% | 0.22% | 3.03% | 14.24% | 1.99% | 3.92% | 1.57% | 1.00% | 2.29% | 3.59% |
| Service workers | 0.88% | 0.06% | 3.15% | 22.20% | 0.10% | 0.15% | 2.17% | 5.70% | 1.88% | 3.94% |
| Skilled crafts and trades workers | 0.64% | 0.04% | 20.19% | 0.77% | 21.61% | 0.94% | 11.72% | 0.23% | 17.38% | 0.42% |
| Semi-skilled manual workers | 0.32% | 0.01% | 32.10% | 3.23% | 4.17% | 0.63% | 20.05% | 0.86% | 18.87% | 0.74% |
| Other manual workers | 0.64% | 0.03% | 11.62% | 1.54% | 2.80% | 0.50% | 18.99% | 5.92% | 8.43% | 0.66% |
| Total | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |

Table 10
Representation of Men and Women by Occupational Group and Sector

| Occupational Group | Banking | | Transportation | | Communications | | Other Sectors | | All Sectors | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Upper-level managers | 95.56% | 4.44% | 95.52% | 4.48% | 92.15% | 7.85% | 92.74% | 7.26% | 94.35% | 5.65% |
| Middle and other managers | 57.33% | 42.67% | 87.56% | 12.44% | 61.41% | 38.59% | 84.49% | 15.51% | 64.50% | 35.50% |
| Professionals | 43.61% | 56.39% | 78.38% | 21.62% | 70.54% | 29.46% | 80.46% | 19.54% | 58.57% | 41.43% |
| Semi-professionals and technicians | 33.64% | 66.36% | 92.64% | 7.36% | 77.30% | 22.70% | 79.54% | 20.46% | 80.72% | 19.28% |
| Supervisors | 12.78% | 87.22% | 70.18% | 29.82% | 70.01% | 29.99% | 71.08% | 28.92% | 43.79% | 56.21% |
| Foremen/women | 96.88% | 3.13% | 97.94% | 2.00% | 94.39% | 5.61% | 99.21% | 0.79% | 97.71% | 2.24% |
| Clerical workers | 8.29% | 91.71% | 40.40% | 59.59% | 39.68% | 60.32% | 18.10% | 81.90% | 24.07% | 75.93% |
| Sales workers | 52.94% | 47.06% | 42.25% | 57.75% | 43.76% | 56.24% | 83.69% | 16.31% | 44.33% | 55.67% |
| Service workers | 81.19% | 18.81% | 41.70% | 58.29% | 44.12% | 55.88% | 63.70% | 36.30% | 45.75% | 54.25% |
| Skilled crafts and trades workers | 84.57% | 15.43% | 99.15% | 0.86% | 97.15% | 2.88% | 99.46% | 0.54% | 98.35% | 1.66% |
| Semi-skilled manual workers | 94.89% | 5.11% | 97.10% | 2.90% | 90.47% | 9.53% | 98.57% | 1.43% | 96.73% | 3.27% |
| Other manual workers | 86.79% | 13.21% | 96.27% | 3.72% | 87.36% | 12.64% | 90.20% | 9.80% | 94.00% | 5.99% |
| Total | 23.92% | 76.08% | 81.34% | 18.66% | 59.04% | 40.96% | 77.47% | 22.53% | 57.88% | 42.12% |

Table 11
Hirings, Terminations and Net Effect for Men and Women by Employment Status and Sector

| Sector | | Full-time | | | Part-time | | | Overall | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Hirings | Termi-nations | Net Effect | Hirings | Termi-nations | Net Effect | Hirings | Termi-nations | Net Effect |
| Banking | Total | 15,537 | 17,159 | (1,622) | 9,301 | 7,646 | 1,655 | 25,160 | 24,978 | 182 |
| | Men | 5,056 | 4,843 | 213 | 1,204 | 876 | 328 | 6,299 | 5,737 | 562 |
| | Women | 10,471 | 12,316 | (1,845) | 8,097 | 6,770 | 1,327 | 18,851 | 19,241 | (390) |
| Transportation | Total | 33,070 | 28,828 | 4,242 | 11,293 | 7,930 | 3,363 | 46,424 | 38,211 | 8,213 |
| | Men | 23,448 | 23,434 | 14 | 6,920 | 5,710 | 1,210 | 32,098 | 30,342 | 1,756 |
| | Women | 9,644 | 5,415 | 4,229 | 4,373 | 2,220 | 2,153 | 14,348 | 7,890 | 6,458 |
| Communications | Total | 10,185 | 10,962 | (777) | 6,596 | 4,742 | 1,854 | 19,154 | 17,544 | 1,610 |
| | Men | 5,803 | 6,860 | (1,057) | 3,475 | 2,755 | 720 | 10,492 | 10,520 | (28) |
| | Women | 4,382 | 4,102 | 280 | 3,121 | 1,987 | 1,134 | 8,662 | 7,024 | 1,638 |
| Other Sectors | Total | 4,154 | 5,519 | (1,365) | 835 | 889 | (54) | 5,423 | 6,607 | (1,184) |
| | Men | 2,733 | 3,994 | (1,261) | 516 | 511 | 5 | 3,531 | 4,635 | (1,104) |
| | Women | 1,421 | 1,525 | (104) | 319 | 378 | (59) | 1,892 | 1,972 | (80) |
| All Sectors | Total | 62,946 | 62,468 | 478 | 28,025 | 21,207 | 6,818 | 96,161 | 87,340 | 8,821 |
| | Men | 37,040 | 39,131 | (2,091) | 12,115 | 9,852 | 2,263 | 52,420 | 51,234 | 1,186 |
| | Women | 25,918 | 23,358 | 2,560 | 15,910 | 11,355 | 4,555 | 43,753 | 36,127 | 7,626 |

Table 12
Full-time Hirings and Promotions for Women by Occupational Group and Industrial Sector

| Occupational Groups | Banking | | | | Transportation | | | | Communications | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions |
| Upper-level managers | 7 | 23 | 11.29% | 9.62% | 8 | 10 | 6.56% | 5.56% | 12 | 17 | 14.46% | 14.91% |
| Middle and other managers | 814 | 6,066 | 35.06% | 51.10% | 188 | 277 | 23.12% | 16.18% | 305 | 767 | 32.90% | 37.14% |
| Professionals | 678 | 2,814 | 39.28% | 59.91% | 248 | 102 | 31.51% | 24.70% | 210 | 145 | 34.88% | 30.15% |
| Semi-professionals and technicians | 75 | 303 | 45.18% | 69.50% | 163 | 160 | 9.75% | 12.18% | 517 | 234 | 28.82% | 24.53% |
| Supervisors | 166 | 2,494 | 57.84% | 85.65% | 131 | 263 | 35.12% | 38.96% | 82 | 459 | 55.03% | 51.00% |
| Foremen/women | 0 | 0 | N/A | 0.00% | 27 | 46 | 8.13% | 3.45% | 6 | 23 | 21.43% | 15.03% |
| Clerical workers | 8,680 | 14,440 | 80.49% | 89.76% | 5,168 | 1,565 | 77.26% | 54.34% | 2,672 | 3,801 | 80.05% | 72.97% |
| Sales workers | 23 | 47 | 35.38% | 41.59% | 779 | 131 | 53.61% | 43.23% | 387 | 299 | 41.61% | 73.83% |
| Service workers | 17 | 2 | 24.64% | 9.52% | 2,013 | 106 | 69.03% | 49.77% | 10 | 3 | 27.78% | 42.86% |
| Skilled crafts and trades workers | 3 | 5 | 16.67% | 19.23% | 60 | 29 | 2.05% | 1.84% | 48 | 57 | 4.67% | 6.93% |
| Semi-skilled manual workers | 0 | 0 | 0.00% | 0.00% | 527 | 69 | 5.44% | 4.36% | 65 | 48 | 12.20% | 17.71% |
| Other manual workers | 8 | 1 | 23.53% | 7.69% | 332 | 29 | 6.27% | 3.03% | 68 | 26 | 9.23% | 22.22% |
| Total | 10,471 | 26,195 | 67.39% | 71.91% | 9,644 | 2,787 | 29.16% | 21.21% | 4,382 | 5,879 | 43.02% | 51.13% |

| | Other Sectors | | | | All Sectors | | | |
|---|---|---|---|---|---|---|---|---|
| | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions |
| Upper-level managers | 9 | 10 | 25.00% | 16.67% | 36 | 60 | 11.88% | 10.12% |
| Middle and other managers | 54 | 129 | 28.57% | 19.91% | 1,361 | 7,239 | 32.02% | 44.42% |
| Professionals | 150 | 168 | 29.24% | 30.60% | 1,286 | 3,229 | 35.45% | 52.59% |
| Semi-professionals and technicians | 95 | 116 | 28.53% | 31.69% | 850 | 813 | 21.44% | 26.48% |
| Supervisors | 7 | 67 | 18.92% | 38.95% | 386 | 3,283 | 45.63% | 70.47% |
| Foremen/women | 0 | 1 | 0.00% | 0.52% | 33 | 70 | 8.66% | 4.16% |
| Clerical workers | 639 | 574 | 86.23% | 83.55% | 17,159 | 20,380 | 79.62% | 81.97% |
| Sales workers | 18 | 13 | 20.22% | 22.81% | 1,207 | 490 | 47.58% | 55.81% |
| Service workers | 220 | 1 | 51.04% | 3.33% | 2,260 | 112 | 65.47% | 41.33% |
| Skilled crafts and trades workers | 4 | 3 | 1.97% | 1.65% | 115 | 94 | 2.75% | 3.61% |
| Semi-skilled manual workers | 7 | 14 | 1.82% | 2.86% | 599 | 131 | 5.65% | 5.57% |
| Other manual workers | 218 | 16 | 18.52% | 3.88% | 626 | 72 | 8.64% | 4.80% |
| Total | 1,421 | 1,112 | 34.21% | 28.94% | 25,918 | 35,973 | 41.17% | 55.42% |

# ABORIGINAL PEOPLES

## 1. Profile of Aboriginal Peoples in the Canadian Labour Force

Between 1981 and 1986, the number of aboriginal peoples employed in the Canadian labour force increased by 72%, from 122,465 to 210,605. However, in 1986, their unemployment rate (22%) was twice that of the Canadian labour force. Moreover, it was higher across all age groups, with the highest rate (31%) among 15-to 24-year-olds. Aboriginal women had a lower unemployment rate than did men.

Of the total aboriginal population, 60.3% worked in the Canadian labour force in 1986, compared to 50.4% in 1981. But this increased participation rate was still well below the national average of 66.5%, especially for those aged 15 to 24 and those over 45. Just over half of aboriginal people between the ages of 15 and 24 were in the labour force, compared with 67.8% of the total population for the same age group. Aboriginal women had a much lower participation rate (51%) than did aboriginal men (70%).

Aboriginal peoples accounted for 2.1% of the Canadian labour force. In 1986, 5.6% of aboriginal peoples were in Upper level and Middle and Other Manager categories, compared with 8.5% of the total labour force. A larger proportion of Other Manual Workers were found among aboriginal peoples than in the Canadian labour force (21% versus 14.9%). Fewer than 8% of the aboriginal peoples were in Professional occupations and fewer than 4% in Supervisor and Foremen/Women occupations. Aboriginal peoples were also underrepresented in Clerical and Sales occupations.

Between 1981 and 1986, the proportion of aboriginal peoples with some post-secondary education jumped from 22% (which was far below the national average of 39%) to 32%. At the same time, the proportion of aboriginal peoples with less than grade Nine education decreased from 38% to about 27%.

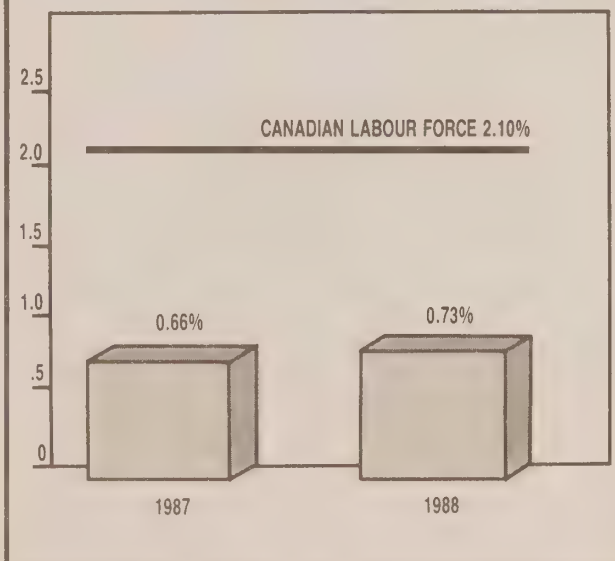
The difference between the average full-time earnings of aboriginal peoples and those of all workers in general narrowed between 1981 and 1986. Average aboriginal earnings increased from 73.1% to 76.3% of average Canadian earnings. Aboriginal men in 1986 remained some $4000 behind the national average in men's earnings. Aboriginal women remained doubly disadvantaged in that they earned some $1500 below the average salary for all women and about $8000 less than aboriginal men.

Aboriginal men in blue-collar occupations, such as Skilled Crafts and Trades, Semi-skilled Manual occupations and Other Manual occupations, were paid almost the same amount of money as all men in the same occupations. However, aboriginal men in Upper level Manager occupations were paid only 65% of the national average salary of men in Upper level Manager occupations.

## 2. Profile of Aboriginal Peoples in the Work Force under the Act

The representation of aboriginal peoples in the work force under the Act has increased very slightly since the first reporting year, however they remained underrepresented. The 4364 aboriginal peoples reported

**THE REPRESENTATION OF ABORIGINAL PEOPLES IN THE WORK FORCE UNDER THE ACT, 1987 AND 1988 AND IN THE CANADIAN LABOUR FORCE**



by employers in 1988 represented less than 1% (.73%) of the work force under the Act, compared with their 2.1% representation in the Canadian labour force. Employers reported 1734 aboriginal women, which represented 39.73% of all aboriginal peoples. The proportion of aboriginal peoples who were reported as women was 2.19% less than in the first reporting year.

Aboriginal peoples were also underrepresented in each province and metropolitan area for which employers provided a report. This underrepresentation was particularly evident in the cities of Regina, Winnipeg, Edmonton and Vancouver, where aboriginal peoples made up large proportions of the labour force and the population. The reported representation of aboriginal peoples has increased slightly in several provinces since the first reporting year, with the largest increases occurring in the Northwest Territories, Yukon, Manitoba and British Columbia.

**Table 1**
**Full-time Occupational Distributions for Aboriginal Peoples and the Work Force Under the Act by Sex**

| | Aboriginal Peoples | | The Work Force | |
|---|---|---|---|---|
| Occupational Group | Men | Women | Men | Women |
| Upper-level managers | 0.40% | 0.07% | 1.43% | 0.14% |
| Middle and other managers | 7.52% | 11.35% | 15.44% | 13.33% |
| Professionals | 1.98% | 3.17% | 5.37% | 5.90% |
| Semi-professionals and technicians | 4.69% | 1.48% | 7.47% | 2.55% |
| Supervisors | 1.54% | 5.36% | 2.69% | 5.44% |
| Foremen/women | 6.39% | 0.21% | 3.91% | 0.14% |
| Clerical workers | 12.41% | 66.50% | 14.83% | 63.15% |
| Sales workers | 1.50% | 3.17% | 2.29% | 3.59% |
| Service workers | 2.51% | 4.16% | 1.88% | 3.94% |
| Skilled crafts and trades workers | 16.49% | 0.71% | 17.38% | 0.42% |
| Semi-skilled manual workers | 28.01% | 1.83% | 18.87% | 0.74% |
| Other manual workers | 16.57% | 1.97% | 8.43% | 0.66% |
| Total | 100.00% | 100.00% | 100.00% | 100.00% |

## Occupational Profile

The representation of aboriginal peoples remained low in all occupations, particularly Upper level Manager (.22%), Middle and Other Manager (.45%) and Professional (.31%) occupations. Since the first reporting year, the representation of the group has shown larger increases in Other Manual Worker, Service Worker, Foremen/Women and Semi-skilled Manual Worker occupations.

When aboriginal peoples were employed, their full-time occupational distribution was significantly different from that of the work force. Aboriginal men were less likely than all male employees under the Act to be in Upper level Manager, Middle and Other Manager and Professional occupations. Fewer than 8% (7.52%) of aboriginal men were employed in Middle and Other Manager occupations versus 15.44% of all men. They were more likely to be in Foremen/Women, Semi-skilled Manual and Other Manual occupations. More than one-quarter of aboriginal men (28.01%) versus 18.87% of all men were employed in Semi-skilled Manual occupations.

Aboriginal women had a higher tendency than all women employees under the Act to work in non-traditional occupations, such as Semi-skilled Manual and Other Manual occupations. They were also more likely to be in Clerical Worker occupations and less likely to be in Upper level Manager and Professional occupations.

## Salaries

The wage gap between aboriginal peoples and the work force under the Act has not narrowed significantly since the first reporting year. The average full-time salary of aboriginal men ($32,507) was 89.65% of the average salary for full-time male employees. The average salary of aboriginal women ($23,578) was 91.25% of the average full-time salary for women and less than three-quarters (72.53%) of the average full-time salary paid to aboriginal men.

The lower average salaries paid to aboriginal men and women were reflected in their full-time salary distributions. Nearly two-thirds (62.66%) of aboriginal women working full-time, versus about half (53.02%) of all women working full-time, were paid less than $25,000. Aboriginal men were more likely than all men working full-time to be paid less than $25,000.

In addition to receiving lower average salaries, aboriginal peoples were more likely to be found in lower salary ranges within most occupational groups. Aboriginal men tended to be in lower salary quarters in eight of the twelve occupational groups.

Aboriginal women were more often in lower salary ranges in seven of the twelve occupational groups.

### Net Effect of Hirings and Terminations

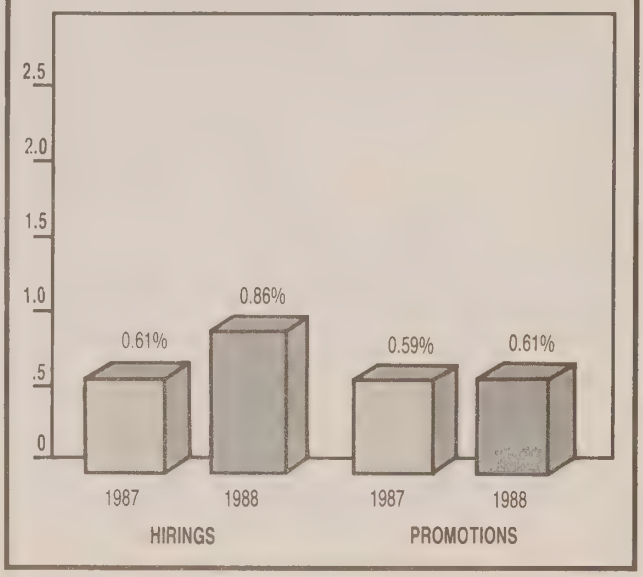
Employers reported 725 hirings and 635 terminations of aboriginal peoples during 1988. The net effect of these two activities was an increase of 90 aboriginal peoples (59 men and 31 women). This represented net employment growth of 2.11%, which was higher than the figure for the work force under the Act.[1]

The net effect of hirings and terminations reinforced the existing occupational distribution of aboriginal peoples. There were more terminations than hirings of aboriginal men in all occupational groups except Sales Workers, Service Workers, Semi-skilled Manual Workers and Other Manual Workers. There were more hirings than terminations of aboriginal women in Clerical Worker and Service Worker occupations as well as in non-traditional occupations, such as Skilled Crafts and Trades, Semi-skilled Manual and Other Manual occupations. There were more terminations than hirings of aboriginal peoples in Manager and Professional occupations.

### Opportunities for Change

Aboriginal peoples' share of full-time hirings increased slightly over the first reporting year, while their share of full-time promotions changed only negligibly. A total of 539 aboriginal peoples were hired for full-time positions, and 397 were promoted to full-time positions in 1988. This raised their share of hirings to .86% from .61%, and their share of promotions to .61% from .59%. Three of 896 full-time opportunities in Upper level Manager occupations went to aboriginal peoples and none of these opportunities were hirings. Of the more than 20,000 full-time opportunities available in Middle and Other Manager occupations, only 67, or .34%, went to aboriginal peoples. One in every 400 opportunities available in Professional occupations went to aboriginal peoples. Aboriginal peoples' share of the opportunities exceeded 1% in three occupations: Service, Semi-skilled Manual and Other Manual occupations.

**ABORIGINAL PEOPLES' SHARE OF FULL-TIME HIRINGS AND PROMOTIONS, 1987 AND 1988**



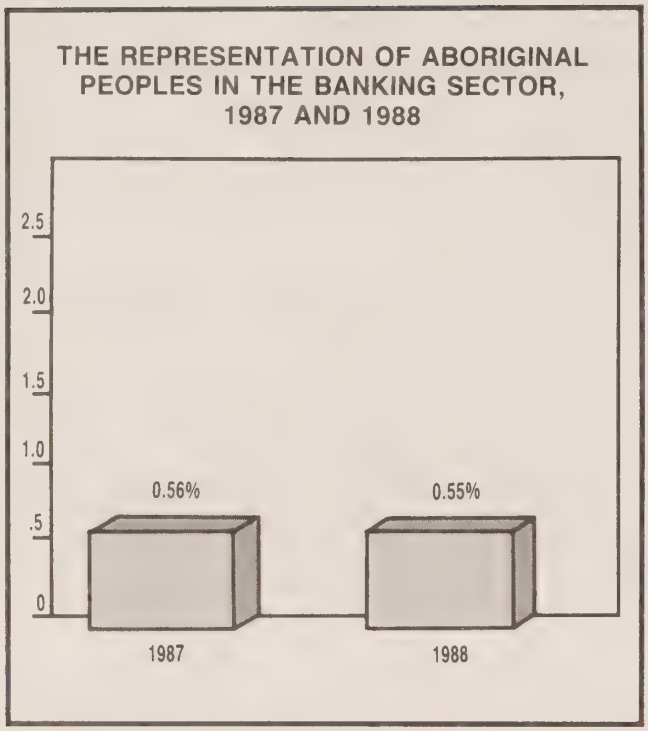

## Banking Sector

The representation of aboriginal peoples in the Banking sector did not improve in 1988. A total of 963 aboriginal peoples were reported. This constituted .55% of the Banking work force, compared to .56% in 1987. Most (86.71%) of the aboriginal peoples reported in Banking were women.

### Occupational Profile

Aboriginal peoples were underrepresented in all occupations, but especially in Upper level Manager, Middle and Other Manager and Professional occupations. Both aboriginal men and aboriginal women working full-time in the Banking sector were heavily concentrated in Clerical positions. More than 40% (40.65%) of the aboriginal men, versus 17.50% of all full-time men in this sector, worked in Clerical positions, and more than three-quarters (76.20%) of full-time aboriginal women, versus 67.59% of all women

[1] Please see "Notes on the Data" for an explanation of the net effects of hirings and terminations.




working full-time, were in Clerical occupations. Nearly all of the aboriginal peoples employed part-time in Banking were women in Clerical positions.

### Salaries

The full-time wage gap between aboriginal men and the entire male Banking work force narrowed slightly in 1988, but the full-time wage gap between aboriginal women and all women in Banking remained stable. The estimated average full-time salary of aboriginal men was $33,928, or 81.08% of the average full-time salary for men in Banking. The estimated average full-time salary for aboriginal women was $22,234, or 93.45% of that for all women working full-time in Banking. The full-time wage gap (34.47%) between aboriginal men and aboriginal women has increased slightly (1.98%) since the first reporting year.

### Net Effect of Hirings and Terminations

Banking employers reported that 122 aboriginal peoples were hired and 171 were terminated in 1988. The net effect of these two activities was to reduce the number of aboriginal peoples by 45 men and 4 women. The net job losses were in full-time employment.

### Opportunities for Change

There was no significant improvement in Banking opportunities for aboriginal peoples in 1988. Less than one in every two hundred of the full-time opportunities (.49%) available in the Banking sector went to aboriginal peoples. Aboriginal peoples received 71 full-time hirings out of a total of 15,537 (.46%), and 189 full-time promotions out of a total of 36,430 (.51%). Most of the hirings (88.73%) were into Clerical jobs.

## Transportation Sector

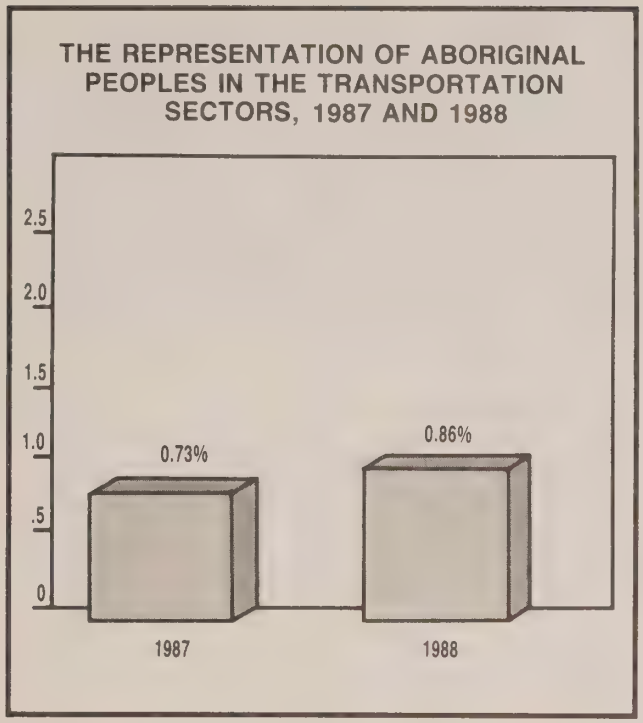
Aboriginal peoples remained underrepresented in the Transportation sector in 1988. Transportation employers reported 1781 aboriginal peoples, 14.99% of whom were women. The representation of aboriginal peoples in the Transportation sector increased slightly, from .73% in 1987 to .86% in 1988.

The representation of the group varied in the subsectors from a high of 1.66% in Water Transportation to a low of .52% in Air Transportation.

### Occupational Profile

The representation of aboriginal peoples was low in most occupations. Once again, it was especially low among Upper level Managers, Middle and Other Managers, and Professionals. Among aboriginal women, there were no Upper level Managers, only four Middle and Other Managers and one Professional.

The occupational profile of aboriginal peoples in the Transportation sector was similar to that in the work force. Aboriginal men were concentrated in Skilled Crafts and Trades, Semi-skilled Manual and Other Manual occupations, while aboriginal women were concentrated in Clerical, Sales and Service occupations. However, aboriginal women held proportionately more positions than all women in Other Manual occupations.




### Salaries

Aboriginal peoples continued to be paid less than other Transportation sector employees. The estimated average full-time salary paid to aboriginal men was $31,534, or 89.97% of the average male salary in Transportation. The estimated average full-time salary paid to aboriginal women was $21,586, or 82.20% of the average for women. The wage gap between aboriginal men and aboriginal women also remained large, as aboriginal women working full-time were paid 68.45% as much as aboriginal men. The full-time wage gap between aboriginal men and all men has increased slightly (1.14%) since the first reporting year. However, the full-time gaps between aboriginal women and women and between aboriginal women and aboriginal men have both decreased slightly.

### Net Effect of Hirings and Terminations

During 1988, 438 aboriginal peoples were hired and 322 were terminated, for a net increase of 116. Most of this increase occurred in Air Transportation. The net effect of hirings and terminations in the Transportation sector reinforced the existing occupational distribution of the aboriginal peoples and perpetuated the gender division of labour.

Employers reported more terminations than hirings of aboriginal men in all occupational groups except Sales, Service, Semi-skilled Manual and Other Manual occupations. Almost all employment growth for aboriginal women occurred in Clerical, Sales and Service occupations.

### Opportunities for Change

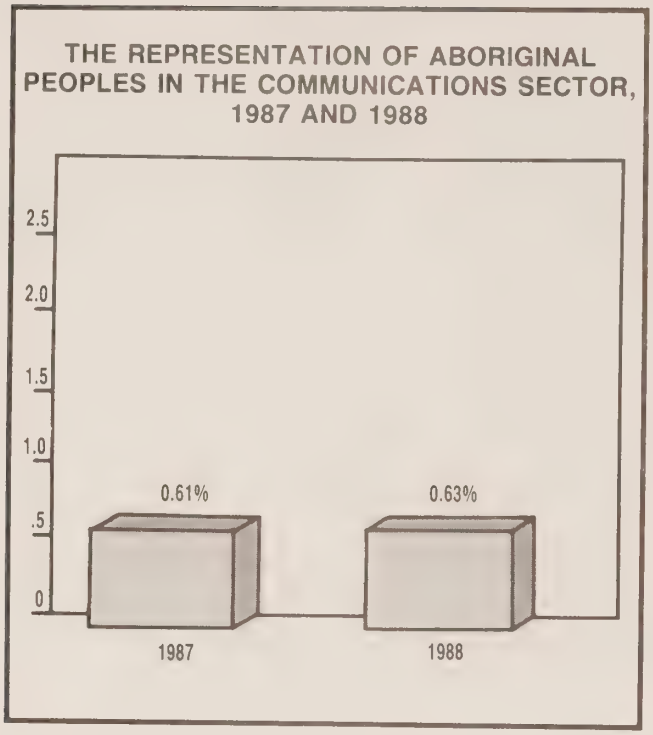
Aboriginal peoples received a larger share of the full-time hirings and a slightly smaller share of the full-time promotions reported by employers in Transportation sector in 1988. Employers reported that 357 (1.08%) of the full-time hirings and 97 (.74%) of the full-time promotions went to aboriginal peoples. No aboriginal peoples were hired into Upper level Manager occupations, while two were promoted into these occupations. One aboriginal person was hired into Middle and Other Manager occupations, and one was hired into Professional occupations.

## Communications Sector

The representation of aboriginal peoples in the Communications sector has not significantly increased since the first reporting year. A total of 1093 aboriginal peoples, representing .63% of the sector, were reported in 1988. The representation of aboriginal peoples was lower than this in two of the three Communications subsectors. In Telecommunications Broadcasting, fewer than one in every 200 employees (.49%) were aboriginal peoples, and aboriginal peoples represented .52% of the reported Telecommunications Carrier employees. The representation of aboriginal peoples in Postal and Courier Service was slightly higher at .82%.

### Occupational Profile

Aboriginal peoples were underrepresented in all occupations in the Communications sector, especially in the Upper level Manager, Professional, and Semi-Professional and Technician occupational groups. Since the first reporting year, the representation of the group has increased very slightly in several occupations. The largest increase occurred in Other Manual Workers.




### Salaries

The full-time wage gap between aboriginal men and all men employed in Communications narrowed by .70% in 1988, while the full-time wage gap between aboriginal women and all women employed in the Communications sector increased by 1.30%. The estimated average full-time salary of aboriginal men was $33,167, or 93.55% of the average male salary in Communications. The estimated average full-time salary of aboriginal women was $26,892, or 92.37% of the average full-time salary paid to all women. Aboriginal women were paid 81.08% of the average full-time salary paid to aboriginal men.

### Net Effect of Hirings and Terminations

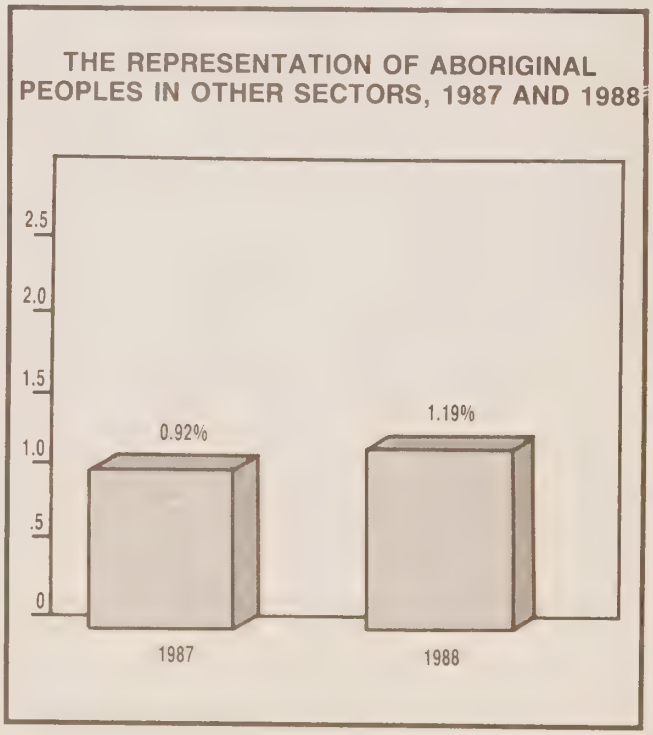
There was very little net employment growth for aboriginal peoples from hirings and terminations in the Communications sector in 1988. Communications sector employers reported that 85 aboriginal people were hired in 1988 and that 78 were terminated. The net effect of the two activities was an increase of 7 aboriginal peoples.

### Opportunities for Change

A low proportion of the opportunities available in the Communications sector went to aboriginal peoples. They were hired in 47 (.46%) of 10,185 instances. Almost half of these hirings were for Clerical occupations. Aboriginal peoples were promoted in 64, or .56%, of the 11,499 instances reported by Communications employers. Again, about half of these were into Clerical positions. Aboriginal peoples' share of hirings and promotions have shown slight increases since the first reporting year.

## Other Sectors

There has been some improvement in the representation of aboriginal peoples in the Other sectors since the first reporting year. A total of 527 aboriginal peoples were reported in Other sectors for 1988, representing 1.19% of all employees reported for these sectors. The representation of aboriginal peoples was highest (3.49%) in uranium mining. The representation of the group was lowest (.32%) in nuclear research and manufacturing.



### Occupational Profile

The full-time occupational profile of aboriginal men shows that they were more heavily concentrated in Semi-skilled Manual occupations than all men employed in these sectors. Aboriginal women were more concentrated in Service Worker occupations than were all women. Both aboriginal men and women were underrepresented in Upper level Manager, Middle and Other Manager and Professional occupations.

### Salaries

The wage gap between aboriginal peoples and other employees has increased since the first reporting year. The estimated average salary of aboriginal men was $34,686, or 92.05% of the average full-time male salary. The corresponding salary for aboriginal women was $22,330, or 82.28% of the average full-time salary paid to all women.

### Net Effect of Hirings and Terminations

Employers reported 80 hirings and 64 terminations of aboriginal peoples in 1988. The net effect of these two activities was to increase the number of aboriginal peoples by 16.

### Opportunities for Change

The pattern of full-time hirings and promotions reinforced the existing occupational distribution of aboriginal peoples. Employers reported that 64 aboriginal peoples were hired into full-time employment and 52 were promoted. Most of these hirings and promotions were into Clerical, Semi-skilled Manual and Other Manual occupations.

**Table 2**
**Aboriginal Peoples by Sex, Employment Status and Sector**

| Employment Status | | Banking | Transportation | Communications | Other Sectors | All Sectors |
|---|---|---|---|---|---|---|
| Full-time | All | 791 | 1,664 | 948 | 489 | 3,892 |
| | Men | 123 | 1,436 | 514 | 401 | 2,474 |
| | Women | 668 | 228 | 434 | 88 | 1,418 |
| | Women% | 84.45% | 13.70% | 45.78% | 18.00% | 36.43% |
| Part-time | All | 167 | 87 | 127 | 8 | 389 |
| | Men | 5 | 55 | 40 | 4 | 104 |
| | Women | 162 | 32 | 87 | 4 | 285 |
| | Women% | 97.01% | 36.78% | 68.50% | 50.00% | 73.26% |
| Temporary | All | 5 | 30 | 18 | 30 | 83 |
| | Men | 0 | 23 | 10 | 19 | 52 |
| | Women | 5 | 7 | 8 | 11 | 31 |
| | Women% | 100.00% | 23.33% | 44.44% | 36.67% | 37.35% |
| Overall | All | 963 | 1,781 | 1,093 | 527 | 4,364 |
| | Men | 128 | 1,514 | 564 | 424 | 2,630 |
| | Women | 835 | 267 | 529 | 103 | 1,734 |
| | Women% | 86.71% | 14.99% | 48.40% | 19.54% | 39.73% |

**Table 3**
**Representation Aboriginal Peoples by Province and Sector***

| Province | Banking | Transportation | Communications | Other Sectors | All Sectors |
|---|---|---|---|---|---|
| Newfoundland | 0.39% | 0.24% | 1.03% | 0.00% | 0.50% |
| Nova Scotia | 0.63% | 0.41% | 0.66% | 0.21% | 0.47% |
| New Brunswick | 0.62% | 0.40% | 0.46% | * | 0.47% |
| Prince Edward Island | 0.00% | 0.25% | 0.00% | * | 0.14% |
| Quebec | 0.33% | 0.43% | 0.41% | 0.41% | 0.40% |
| Ontario | 0.62% | 0.88% | 0.60% | 0.65% | 0.69% |
| Manitoba | 0.72% | 1.41% | 1.29% | 1.94% | 1.37% |
| Saskatchewan | 0.24% | 0.68% | 1.09% | 3.70% | 1.45% |
| Alberta | 0.61% | 0.75% | 0.82% | 0.49% | 0.70% |
| British Columbia | 0.50% | 1.12% | 0.66% | 1.17% | 0.82% |
| Yukon | * | 7.93% | 2.86% | * | 4.47% |
| North West Territories | 10.53% | 13.84% | 11.88% | 3.05% | 11.33% |
| Canada** | 0.55% | 0.86% | 0.63% | 1.19% | 0.73% |

* Note: an asterix replaces the value when there were no provincial reports

** These representation figures are calculated from the sum of national reports all other representation figures in this table are derived from the sum of provincial reports.

**Table 4**
**Full-time Occupational Distributions for Aboriginal Peoples by Sex and Sector**

| | Banking | | Transportation | | Communications | | Other Sectors | | All Sectors | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Men** | **Women** | **Men** | **Women** | **Men** | **Women** | **Men** | **Women** | **Men** | **Women** |
| Upper-level managers | 0.81% | 0.00% | 0.35% | 0.00% | 0.58% | 0.23% | 0.25% | 0.00% | 0.40% | 0.07% |
| Middle and other managers | 35.77% | 10.03% | 2.58% | 1.75% | 15.18% | 19.82% | 6.73% | 4.55% | 7.52% | 11.35% |
| Professionals | 9.76% | 5.54% | 0.42% | 0.44% | 5.06% | 1.15% | 1.25% | 2.27% | 1.98% | 3.17% |
| Semi-professionals and technicians | 0.00% | 0.75% | 3.34% | 0.00% | 7.98% | 3.23% | 6.73% | 2.27% | 4.69% | 1.48% |
| Supervisors | 3.25% | 7.34% | 0.84% | 4.39% | 3.31% | 2.76% | 1.25% | 5.68% | 1.54% | 5.36% |
| Foremen/women | 0.00% | 0.00% | 9.05% | 0.00% | 0.39% | 0.46% | 6.48% | 1.14% | 6.39% | 0.21% |
| Clerical workers | 40.65% | 76.20% | 3.83% | 44.74% | 37.55% | 67.28% | 2.24% | 45.45% | 12.41% | 66.50% |
| Sales workers | 3.25% | 0.00% | 2.09% | 14.04% | 0.39% | 3.00% | 0.25% | 0.00% | 1.50% | 3.17% |
| Service workers | 3.25% | 0.00% | 2.99% | 16.23% | 0.00% | 0.00% | 3.74% | 25.00% | 2.51% | 4.16% |
| Skilled crafts and trades workers | 0.81% | 0.00% | 17.55% | 1.32% | 21.21% | 1.38% | 11.47% | 1.14% | 16.49% | 0.71% |
| Semi-skilled manual workers | 0.81% | 0.00% | 35.58% | 7.02% | 4.47% | 0.69% | 39.40% | 7.95% | 28.01% | 1.83% |
| Other manual workers | 1.63% | 0.15% | 21.38% | 10.09% | 3.89% | 0.00% | 20.20% | 4.55% | 16.57% | 1.97% |
| Total | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |

**Table 5**
**Representation of Aborginal Peoples by Occupational Group and Industrial Sector**

| **Occupational Group** | **Banking** | **Transportation** | **Communications** | **Other Sectors** | **All Sectors** |
|---|---|---|---|---|---|
| Upper-level managers | 0.07% | 0.30% | 0.35% | 0.14% | 0.22% |
| Middle and other managers | 0.30% | 0.39% | 0.64% | 0.61% | 0.45% |
| Professionals | 0.30% | 0.19% | 0.48% | 0.18% | 0.31% |
| Semi-professionals and technicians | 0.31% | 0.43% | 0.45% | 0.80% | 0.48% |
| Supervisors | 0.60% | 0.51% | 0.61% | 0.65% | 0.59% |
| Foremen/women | 0.00% | 1.32% | 0.28% | 1.52% | 1.23% |
| Clerical workers | 0.68% | 0.63% | 0.71% | 0.76% | 0.69% |
| Sales workers | 0.78% | 0.68% | 0.33% | 0.16% | 0.57% |
| Service workers | 0.88% | 0.63% | 0.00% | 1.88% | 0.80% |
| Skilled crafts and trades workers | 0.64% | 0.79% | 0.57% | 1.21% | 0.73% |
| Semi-skilled manual workers | 0.73% | 1.01% | 0.59% | 2.47% | 1.12% |
| Other manual workers | 0.94% | 1.47% | 0.80% | 1.54% | 1.41% |
| Total | 0.55% | 0.86% | 0.63% | 1.19% | 0.73% |

**Table 6**
**Estimated Average Salaries for Aboriginal Peoples by Sex, Employment Status and Sector***

| Industrial Sector | | Aboriginal Peoples Full-time | Part-time | Overall |
|---|---|---|---|---|
| Banking | All | $24,053 | $13,600 | $22,153 |
| | Men | $33,928 | * | $33,032 |
| | Women | $22,234 | $13,681 | $20,485 |
| | Women/Men | 65.53% | * | 62.02% |
| Transportation | All | $30,226 | $11,408 | $29,226 |
| | Men | $31,534 | $10,705 | $30,772 |
| | Women | $21,586 | $12,266 | $20,201 |
| | Women/Men | 68.45% | 114.58% | 65.65% |
| Communications | All | $30,294 | $23,563 | $29,369 |
| | Men | $33,167 | $20,750 | $32,028 |
| | Women | $26,892 | $24,856 | $26,534 |
| | Women/Men | 81.08% | 119.79% | 82.84% |
| Other Sectors | All | $32,462 | * | $31,421 |
| | Men | $34,686 | * | $33,807 |
| | Women | $22,330 | * | $21,602 |
| | Women/Men | 64.38% | * | 63.90% |
| All Sectors | All | $29,264 | $16,485 | $27,955 |
| | Men | $32,507 | $15,398 | $31,649 |
| | Women | $23,578 | $16,820 | $22,368 |
| | Women/Men | 72.53% | 109.24% | 70.68% |

* Note: an asterix replaces a value when there are less than 10 people

**Table 7**
**Hirings, Terminations and Net Effect for Aboriginal Peoples by Sex, Employment Status and Sector**

| Sector | | Full-time Hirings | Full-time Terminations | Full-time Net Effect | Part-time Hirings | Part-time Terminations | Part-time Net Effect | Overall Hirings | Overall Terminations | Overall Net Effect |
|---|---|---|---|---|---|---|---|---|---|---|
| Banking | Total | 71 | 124 | (53) | 49 | 46 | 3 | 122 | 171 | (49) |
| | Men | 15 | 17 | (2) | 2 | 4 | (2) | 17 | 21 | (4) |
| | Women | 56 | 107 | (51) | 47 | 42 | 5 | 105 | 150 | (45) |
| Transportation | Total | 357 | 263 | 94 | 72 | 46 | 26 | 438 | 322 | 116 |
| | Men | 261 | 213 | 48 | 46 | 39 | 7 | 312 | 264 | 48 |
| | Women | 96 | 50 | 46 | 26 | 7 | 19 | 126 | 58 | 68 |
| Communications | Total | 47 | 58 | (11) | 25 | 14 | 11 | 85 | 78 | 7 |
| | Men | 21 | 35 | (14) | 18 | 6 | 12 | 47 | 44 | 3 |
| | Women | 26 | 23 | 3 | 7 | 8 | (1) | 38 | 34 | 4 |
| Other Sectors | Total | 64 | 58 | 6 | 5 | 1 | 4 | 80 | 64 | 16 |
| | Men | 45 | 41 | 4 | 3 | 1 | 2 | 58 | 46 | 12 |
| | Women | 19 | 17 | 2 | 2 | 0 | 2 | 22 | 18 | 4 |
| All Sectors | Total | 539 | 503 | 36 | 151 | 107 | 44 | 725 | 635 | 90 |
| | Men | 342 | 306 | 36 | 69 | 50 | 19 | 434 | 375 | 59 |
| | Women | 197 | 197 | 0 | 82 | 57 | 25 | 291 | 260 | 31 |

**Table 8**
**Full-time Hirings and Promotions for Aboriginal Peoples by Occupational Group and Sector**

| Occupational Groups | Banking | | | | Transportation | | | | Communications | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions |
| Upper-level managers | 0 | 0 | 0.00% | 0.00% | 0 | 2 | 0.00% | 1.11% | 0 | 0 | 0.00% | 0.00% |
| Middle and other managers | 3 | 38 | 0.13% | 0.32% | 1 | 6 | 0.12% | 0.35% | 4 | 11 | 0.43% | 0.53% |
| Professionals | 2 | 14 | 0.12% | 0.30% | 1 | 0 | 0.13% | 0.00% | 1 | 3 | 0.17% | 0.62% |
| Semi-professionals and technicians | 0 | 0 | 0.00% | 0.00% | 5 | 6 | 0.30% | 0.46% | 7 | 2 | 0.39% | 0.21% |
| Supervisors | 0 | 16 | 0.00% | 0.55% | 0 | 2 | 0.00% | 0.30% | 1 | 5 | 0.67% | 0.56% |
| Foremen/women | 0 | 0 | N/A | 0.00% | 2 | 14 | 0.60% | 1.05% | 0 | 1 | 0.00% | 0.65% |
| Clerical workers | 63 | 115 | 0.58% | 0.71% | 58 | 14 | 0.87% | 0.49% | 23 | 32 | 0.69% | 0.61% |
| Sales workers | 1 | 1 | 1.54% | 0.88% | 20 | 1 | 1.38% | 0.33% | 2 | 2 | 0.22% | 0.49% |
| Service workers | 1 | 0 | 1.45% | 0.00% | 27 | 3 | 0.93% | 1.41% | 0 | 0 | 0.00% | 0.00% |
| Skilled crafts and trades workers | 0 | 0 | 0.00% | 0.00% | 21 | 11 | 0.72% | 0.70% | 4 | 6 | 0.39% | 0.73% |
| Semi-skilled manual workers | 0 | 0 | 0.00% | 0.00% | 116 | 16 | 1.20% | 1.01% | 3 | 1 | 0.56% | 0.37% |
| Other manual workers | 1 | 0 | 2.94% | 0.00% | 106 | 22 | 2.00% | 2.30% | 2 | 1 | 0.27% | 0.85% |
| Total | 71 | 184 | 0.46% | 0.51% | 357 | 97 | 1.08% | 0.74% | 47 | 64 | 0.46% | 0.56% |

| Occupational Groups | Other Sectors | | | | All Sectors | | | |
|---|---|---|---|---|---|---|---|---|
| | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions |
| Upper-level managers | 0 | 1 | 0.00% | 1.67% | 0 | 3 | 0.00% | 0.51% |
| Middle and other managers | 0 | 4 | 0.00% | 0.62% | 8 | 59 | 0.19% | 0.36% |
| Professionals | 2 | 1 | 0.39% | 0.18% | 6 | 18 | 0.17% | 0.29% |
| Semi-professionals and technicians | 3 | 2 | 0.90% | 0.55% | 15 | 10 | 0.38% | 0.33% |
| Supervisors | 0 | 2 | 0.00% | 1.16% | 1 | 25 | 0.12% | 0.54% |
| Foremen/women | 0 | 1 | 0.00% | 0.52% | 2 | 16 | 0.52% | 0.95% |
| Clerical workers | 14 | 3 | 1.89% | 0.44% | 158 | 164 | 0.73% | 0.66% |
| Sales workers | 0 | 0 | 0.00% | 0.00% | 23 | 4 | 0.91% | 0.46% |
| Service workers | 10 | 0 | 2.32% | 0.00% | 38 | 3 | 1.10% | 1.11% |
| Skilled crafts and trades workers | 6 | 5 | 2.96% | 2.75% | 31 | 22 | 0.74% | 0.84% |
| Semi-skilled manual workers | 13 | 24 | 3.39% | 4.91% | 132 | 41 | 1.24% | 1.74% |
| Other manual workers | 16 | 9 | 1.36% | 2.18% | 125 | 32 | 1.73% | 2.13% |
| Total | 64 | 52 | 1.54% | 1.35% | 539 | 397 | 0.86% | 0.61% |

# PERSONS WITH DISABILITIES

## 1. Profile of Persons with Disabilities in the Canadian Labour Force[1]

Between 1984 and 1986, the number of employed persons with disabilities increased by some 11%. In 1986, the participation rate for people who were limited at work by their disability was, however, quite low (37.7%) compared to the Canadian participation rate (66.5%). The participation rate for women with disabilities (limited at work) was only 28.4%, compared to 64.4% for Canadian women in general.

The unemployment rate in 1986 for persons with disabilities who were limited at work was 20%, almost double the Canadian unemployment rate. The unemployment rate for women with disabilities was 21.6%, more than 10% higher than the rate for Canadian women.

There were substantial differences in the occupational profiles of persons with disabilities with limitations at work in comparison to the total work force. Fewer than 2% of persons with disabilities with limitations at work were Upper level Managers. Some 3.3% were Middle or Other Managers. Fewer than 7% of persons with disabilities with limitations at work were Professionals.

In 1985, the average employment income of the total population, between the ages of 15 and 64, that worked full-time was $26,781.

Men with disabilities (limited at work) of the same category were paid an average of $24,755, while disabled women had a significantly lower income of $17,455. This was approximately 13% lower than the salary of women who worked full-time in 1985.

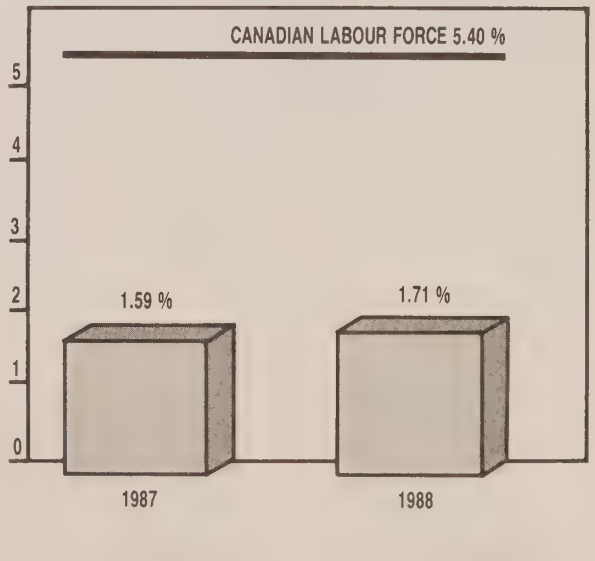
It is important to note that, even in their highest-paying fields, women were paid less than men. For example, disabled women in Professional occupations earned only 74% of the salary that disabled men received for the same work. Furthermore, they were also paid 3% less than their counterparts in the total population.

Disabled persons who were limited at work were paid consistently less than the total work force; the exception was men with disabilities in Service Worker occupations, who made 2% more than their colleagues in the total population. However, disabled women were paid less (23%-26%) per year than men with disabilities in each occupational group.

## 2. Profile of Persons with Disabilities in the Work Force Under the Act

Persons with disabilities remained underrepresented in the work force under the Employment Equity Act in 1988. The 10,289 persons with disabilities reported by employers constituted 1.71% of all employees reported under the Act. Persons with disabilities also remained underrepresented in each province for which employers provided a report. There was a slight increase (.12%) in the reported representation of persons with disabilities since the first reporting year.

**THE REPRESENTATION OF PERSONS WITH DISABILITIES IN THE WORK FORCE UNDER THE ACT, 1987 AND 1988 AND IN THE CANADIAN LABOUR FORCE**




[1] The following information is based on the statistics drawn from the Health and Activity Limitation Survey. Since not all disabilities affect work activities, the information was divided into two categories: people who are limited by their disability and those who are not.

The participation rate for people who were limited by their disability was much lower than that for persons with disabilities who indicated that they were not limited at work. There were also substantial differences in the occupational profiles of persons with disabilities with limitations at work in comparison to other persons with disabilities, whose statistics were closer to those of the total population.

The representation of women in this designated group was lower than that for other designated groups and in the work force. Women represented about one-third (35.60%) of persons with disabilities reported by employers and nearly three-quarters (74.80%) of persons with disabilities employed part-time.

## Occupational Profile

The reported representation of persons with disabilities increased slightly in all occupations except Upper level Managers and Service Workers. However, in only one occupational group (Foremen/Women) did they represent more than 2% of the employees. Both full-time men and women with disabilities were more likely than all full-time men and women to work in Clerical occupations. About 70% (70.18%) of women with disabilities and 18.14% of men with disabilities who worked full-time were in Clerical occupations. This trend was more marked in part-time employment. Over 90% (90.73%) of women with disabilities and nearly 60% (56.08%) of men with disabilities were Clerical Workers.

## Salaries

Men and women with disabilities were paid slightly lower average full-time salaries than all full-time men and women in the work force. The estimated average full-time salary for men with disabilities was $35,543, or 98.03% of the average salary for full-time male employees. The estimated average salary for women with disabilities was $24,406, or 94.46% of women's average full-time salary. The full-time salary distribution of women with disabilities reflected the wage gap between them and all women. More than six of ten women with disabilities (61.76%), versus 53.02% of all women working full-time, were paid less than $25,000.

The wage gap between men and women with disabilities has not narrowed since the first reporting year. Women with disabilities were paid 68.67% of the average full-time salary paid to men with disabilities. The wage gap (31.33%) was higher than that between all men and women reported under the Act (28.74%), and between men and women in other designated groups.

**Table 1**
**Full-time Occupational Distributions for Persons with Disabilities and the Work Force Under the Act by Sex**

| | Persons with Disabilities | | The Work Force | |
|---|---|---|---|---|
| **Occupational Group** | **Men** | **Women** | **Men** | **Women** |
| Upper-level managers | 1.24% | 0.06% | 1.43% | 0.14% |
| Middle and other managers | 15.41% | 10.33% | 15.44% | 13.33% |
| Professionals | 4.99% | 5.60% | 5.37% | 5.90% |
| Semi-professionals and technicians | 6.02% | 1.88% | 7.47% | 2.55% |
| Supervisors | 2.80% | 6.73% | 2.69% | 5.44% |
| Foremen/women | 4.24% | 0.03% | 3.91% | 0.14% |
| Clerical workers | 18.14% | 70.18% | 14.83% | 63.15% |
| Sales workers | 1.66% | 2.17% | 2.29% | 3.59% |
| Service workers | 1.58% | 1.52% | 1.88% | 3.94% |
| Skilled crafts and trades workers | 17.61% | 0.36% | 17.38% | 0.42% |
| Semi-skilled manual workers | 16.52% | 0.62% | 18.87% | 0.74% |
| Other manual workers | 9.79% | 0.52% | 8.43% | 0.66% |
| Total | 100.00% | 100.00% | 100.00% | 100.00% |

## Net Effect of Hirings and Terminations

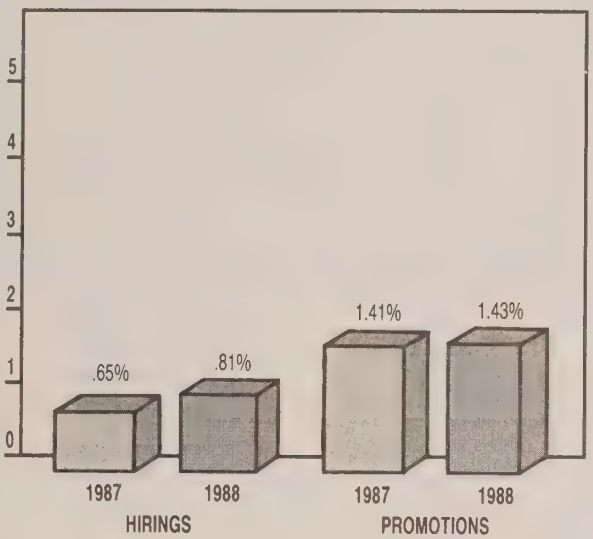
Employers reported 1051 hirings and 1143 terminations of persons with disabilities during 1988. The net effect of these two activities was to reduce the number of persons with disabilities in the work force by 92. Job losses were higher in full-time employment, with more terminations than hirings in all occupations. The net effect of hirings and terminations in full-time employment was to reduce the number of persons with disabilities employed by 439.[2]

## Opportunities for Change

A low share of the full-time opportunities available in the work force went to persons with disabilities. There was a slight increase (.16%) in the group's share of full-time hirings and negligible change in their share of promotions since the first reporting year. Employers reported that 512, or .81%, of the full-time hirings and 930, or 1.43%, of the full-time promotions went to persons with disabilities. Both these percentages were lower than the reported representation (1.78%) of persons with disabilities in full-time employment. The group's share of the opportunities available was also low in all occupations.

[2] Almost all the net employment growth for persons with disabilities occurred in temporary employment, in which the reporting requirements for terminations are not as comprehensive. Please see "Notes on the Data" for an explanation of the net effect of hirings and terminations.

**PERSONS WITH DISABILITIES SHARE OF FULL-TIME HIRINGS AND PROMOTIONS, 1987 AND 1988**




## Banking Sector

The reported representation of persons with disabilities has increased slightly since the first reporting year. However, they remained underrepresented in the Banking sector in 1988. Banking employers reported 3549 persons with disabilities. This represented 2.02% of all Banking employees and was slightly higher than the group's 1.80% representation in the first reporting year. The group's representation was less than 3% in all provinces for which Banking employers provided a report, with the exception of the Northwest Territories and Prince Edward Island, where it was 4.21% and 4.10% respectively. While women with disabilities held the majority (68.24%) of the group's jobs in Banking, there were proportionately more men with disabilities employed in the sector.

### Occupational Profile

Persons with disabilities were underrepresented in each occupational group in the Banking sector. Full-time men and women with disabilities were more concentrated in Clerical occupations than were full-time men and women employees in Banking. In part-time employment, nearly all persons with disabilities (95.05%) were employed in Clerical occupations. They were also slightly less likely to work as Middle and Other Managers, and Professionals.

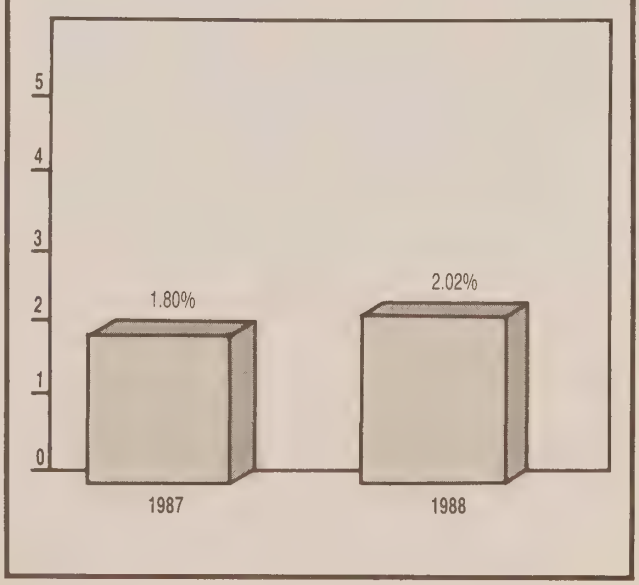
### Salaries

Men and women with disabilities in the Banking sector continued to receive slightly lower average salaries than other Banking employees in 1988. The estimated average full-time salary paid to men with disabilities was $40,362, or 96.46% of the average salary of full-time male employees in Banking. The estimated average full-time salary of women with disabilities was $22,992, or 96.63% of the average salary paid to women working full-time in Banking. Women with disabilities were paid less than 60% (56.96%) of the average full-time salary paid to men with disabilities.

### Net Effect of Hirings and Terminations

The net effect of the 657 hirings and 520 terminations of persons with disabilities in Banking in 1988 was an increase of 137. Almost one-half (43.38%) of

**THE REPRESENTATION OF PERSONS WITH DISABILITIES IN THE BANKING SECTOR, 1987 AND 1988**



the hirings were for temporary positions. In full-time employment, there were 163 more terminations than hirings of persons with disabilities. There were more terminations than hirings in all full-time occupations except Clerical Workers.

### Opportunities for Change

The share of full-time hirings for persons with disabilities has improved since the first reporting year. The group's share of full-time promotions, however, remained stable. Banking employers reported 221 hirings and 570 promotions of persons with disabilities for full-time occupations during 1988. The group's share of full-time hirings was 1.42%, versus .74% in the first reporting year, and its share of full-time promotions was 1.56%. More than three-quarters (75.11%) of all full-time hirings of persons with disabilities were into Clerical Worker occupations.

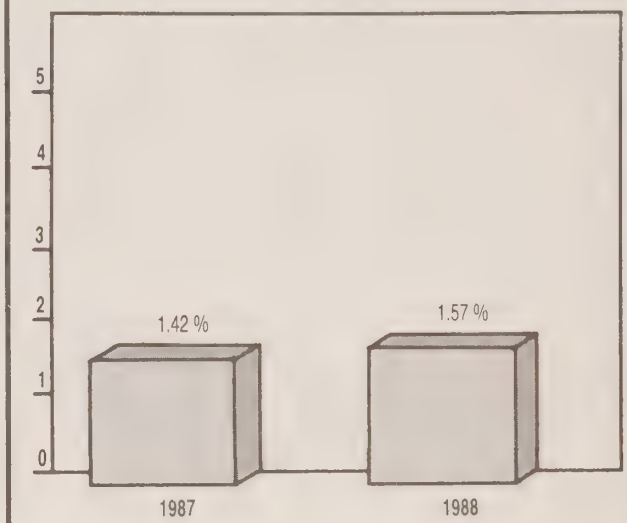
## Transportation Sector

While the representation of persons with disabilities in the Transportation sector remained low, it increased slightly to 1.57% from the 1.42% recorded for the first reporting year. Employers reported 3279 persons with disabilities, most of whom (88.53%) were men. Representation was less than 2% in each of the Transportation subsectors except Services Incidental to Water Transportation (2.06%), Public Passenger Transit Systems (3.55%) and Pipeline Transport (4.07%). Slight decreases in the group's representation were reported in Public Passenger Transit Systems, Truck Transportation and Pipeline Transport. It is now lowest in Air Transportation (1.01%) and highest in Pipeline Transport (4.07%). Persons with disabilities were also underrepresented in each province for which Transportation employers provided reports, with the highest representation in New Brunswick (2.29%) and the lowest in the Northwest Territories and Yukon.

### Occupational Profile

Persons with disabilities continued to be underrepresented in each occupational group in Transportation, particularly in Upper level Manager and

**THE REPRESENTATION OF PERSONS WITH DISABILITIES IN THE TRANSPORTATION SECTOR, 1987 AND 1988**




Professional occupations. Both men and women with disabilities were more concentrated in Clerical occupations than were all men and women working full-time in the Transportation sector.

The gender division of labour was evident in the occupational distributions of men and women with disabilities. More than 80% (80.12%) of the women employed full-time held positions in Clerical, Sales and Service occupations, whereas nearly two-thirds (64.37%) of men with disabilities worked in Skilled Crafts and Trades, Semi-skilled Manual occupations or Other Manual occupations.

### Salaries

There were no significant differences in the estimated average full-time salaries of persons with disabilities and the average full-time salaries of other Transportation employees. Men with disabilities were paid $34,898, or 99.57% of the average male salary, and women with disabilities were paid $26,451, or 100.72%

of the average salary of female employees in the Transportation sector. Both men and women with disabilities were slightly less likely than other employees in the Transportation sector to be paid less than $25,000.

### Net Effect of Hirings and Terminations

The net effect of the 249 hirings and 340 terminations of persons with disabilities in the Transportation sector was to reduce the number of persons with disabilities by 91. There were 118 more terminations than hirings of persons with disabilities in full-time employment and 24 more hirings than terminations in part-time employment.

### Opportunities for Change

Transportation employers reported that they hired 198 and promoted 177 persons with disabilities into full-time positions during 1988. The group's share of full-time hirings has increased slightly from .56% in 1987 to .60% in 1988, and their share of full-time promotions (1.35%) has remained stable. The share of hirings and promotions for persons with disabilities was low compared to the group's 1.65% representation in full-time employment. The group's share of the opportunities was also low in most occupations.

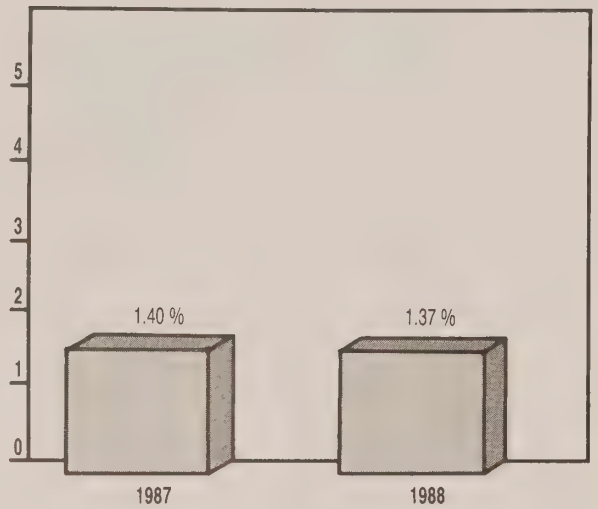
## Communications Sector

The representation of persons with disabilities in the Communications sector did not improve in 1988. The reported representation of the group was 1.37% versus 1.40% in 1987. A total of 2387 persons with disabilities were reported, 30.58% of whom were women. The representation of persons with disabilities was low in the Communications subsectors, particularly in Telecommunications Broadcasting (1.24%) and Telephone and Telegraph Carriers (1.10%).

### Occupational Profile

Persons with disabilities were underrepresented in all Communications sector occupations, with no noticeable improvement over the first reporting year. In fact, some occupations showed a slight decrease in the group's representation. Both men and women with disabilities were more heavily concentrated in

**THE REPRESENTATION OF PERSONS WITH DISABILITIES IN THE COMMUNICATIONS SECTOR, 1987 AND 1988**




Clerical occupations than were other Communications employees. In full-time employment, 38.72% of men with disabilities and 71.03% of women with disabilities were Clerical Workers.

### Salaries

Men with disabilities had an estimated full-time salary of $33,908, or 95.64% of the average full-time salary of men in the sector. The average full-time salary of women with disabilities was $27,735, or 95.27% of that for all women in Communications. In the Communications sector, the wage gap between men and women with disabilities was lower than in any other sector. Women with disabilities were paid 81.80% of the average full-time salary of men with disabilities.

### Net Effect of Hirings and Terminations

There were more terminations than hirings of persons with disabilities in most full-time occupations in Communications. The overall net effect of the 103 hirings and 172 terminations during 1988 was to reduce the number of persons with disabilities by 69. In full-time

employment, the net effect was a reduction of 84, and in part-time employment, an increase of 14.

### Opportunities for Change

The share of opportunities in full-time employment for persons with disabilities in the Communications sector remained very low and has not significantly improved since the first reporting year. A total of 61 (.60%) of the 10,185 full-time hirings and 125 (1.09%) of the 11,499 promotions in 1988 went to persons with disabilities. The group's share of full-time hirings was less than 1% in all occupational groups except Upper level Manager occupations, in which one of the 83 hirings (1.20%) went to the group.

## Other Sectors

Employers in the Other sectors reported 1074 persons with disabilities in 1988. This constituted a slight increase in the group's representation, to 2.43% from 2.32% in the first reporting year. Representation in the subsectors varied from a high of 2.98% in nuclear research and manufacturing to 1.96% in the Grain Elevator industry and 1.98% in uranium mining. Women made up 12.57% of persons with disabilities reported in Other sectors.

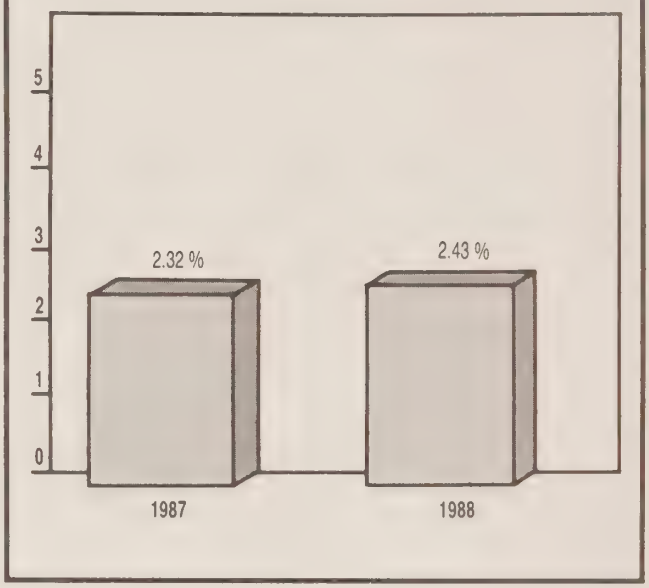
### Occupational Profile

The full-time occupational profile of persons with disabilities in Other sectors indicated less occupational segregation than is usual for the group. Persons with disabilities had a representation of more than 3% in two occupations: Foremen/Women and Skilled Crafts and Trades.

### Salaries

The average salary paid to persons with disabilities in Other sectors was lower than for all employees in these sectors, and the wage gaps have not narrowed since the first reporting year. Men with disabilities were paid an estimated full-time salary of $34,675, or 92.03% of the average full-time male salary in Other

**THE REPRESENTATION OF PERSONS WITH DISABILITIES IN THE OTHER SECTORS, 1987 AND 1988**




sectors. Women with disabilities were paid an average full-time salary of $25,130, or 92.60% of the full-time salary of women working full-time in Other sectors.

### Net Effect of Hirings and Terminations

Employers reported that 42 persons with disabilities were hired and 111 were terminated during 1988. The net effect of these two activities was to reduce the number of persons with disabilities by 69. There were more terminations than hirings of persons with disabilities in all full-time occupations except Professional, Sales and Other Manual occupations.

### Opportunities for Change

Persons with disabilities received 32, or .77%, of the full-time hirings and 58, or 1.51%, of the full-time promotions reported by employers in 1988. Their share of the full-time hirings has decreased slightly since the first reporting year, and their share of promotions has increased slightly.

**Table 2**
**Persons with Disabilities by Sex, Employment Status and Sector**

| Employment Status | | Banking | Transportation | Communications | Other Sectors | All Sectors |
|---|---|---|---|---|---|---|
| Full-time | All | 3,081 | 3,182 | 2,171 | 1,048 | 9,482 |
| | Men | 1,075 | 2,835 | 1,560 | 923 | 6,393 |
| | Women | 2,006 | 347 | 611 | 125 | 3,089 |
| | Women% | 65.11% | 10.91% | 28.14% | 11.93% | 32.58% |
| Part-time | All | 465 | 76 | 196 | 13 | 750 |
| | Men | 52 | 49 | 82 | 6 | 189 |
| | Women | 413 | 27 | 114 | 7 | 561 |
| | Women% | 88.82% | 35.53% | 58.16% | 53.85% | 74.80% |
| Temporary | All | 3 | 21 | 20 | 13 | 57 |
| | Men | 0 | 19 | 15 | 10 | 44 |
| | Women | 3 | 2 | 5 | 3 | 13 |
| | Women% | 100.00% | 9.52% | 25.00% | 23.08% | 22.81% |
| Overall | All | 3,549 | 3,279 | 2,387 | 1,074 | 10,289 |
| | Men | 1,127 | 2,903 | 1,657 | 939 | 6,626 |
| | Women | 2,422 | 376 | 730 | 135 | 3,663 |
| | Women% | 68.24% | 11.47% | 30.58% | 12.57% | 35.60% |

**Table 3**
**Representation of Persons with Disabilities by Province and Sector***

| Province | Banking | Transportation | Communications | Other Sectors | All Sectors |
|---|---|---|---|---|---|
| Newfoundland | 1.11% | 0.95% | 1.28% | 1.20% | 1.11% |
| Nova Scotia | 2.06% | 1.21% | 2.49% | 8.76% | 3.20% |
| New Brunswick | 1.83% | 2.29% | 2.15% | * | 2.15% |
| Prince Edward Island | 4.10% | 0.63% | 1.91% | * | 1.80% |
| Quebec | 1.36% | 1.22% | 1.14% | 1.52% | 1.23% |
| Ontario | 2.07% | 1.65% | 1.29% | 1.77% | 1.69% |
| Manitoba | 2.46% | 1.50% | 1.57% | 3.01% | 1.99% |
| Saskatchewan | 2.33% | 1.85% | 1.81% | 1.63% | 1.91% |
| Alberta | 2.74% | 1.81% | 1.80% | 2.31% | 2.14% |
| British Columbia | 2.34% | 1.98% | 1.60% | 1.62% | 1.94% |
| Yukon | * | 0.00% | 0.86% | * | 0.58% |
| North West Territories | 4.21% | 0.58% | 0.77% | 1.22% | 1.06% |
| Canada** | 2.02% | 1.57% | 1.37% | 2.43% | 1.71% |

* Note: an asterix replaces the value when there were no provincial reports

** These representation figures are calculated from the sum of national reports, all other representation figures in this table are derived from the sum of provincial reports.

Table 4
Full-time Occupational Distributions for Persons with Disabilities by Sex and Sector

| Occupational Group | Banking | | Transportation | | Communications | | Other Sectors | | All Sectors | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Upper-level managers | 3.26% | 0.05% | 0.71% | 0.29% | 1.03% | 0.00% | 0.87% | 0.00% | 1.24% | 0.06% |
| Middle and other managers | 49.77% | 10.17% | 5.15% | 4.90% | 12.56% | 14.57% | 11.70% | 7.20% | 15.41% | 10.33% |
| Professionals | 14.98% | 7.63% | 1.52% | 1.15% | 4.10% | 1.47% | 5.53% | 5.60% | 4.99% | 5.60% |
| Semi-professionals and technicians | 1.49% | 0.85% | 5.11% | 3.17% | 9.62% | 4.09% | 8.02% | 4.00% | 6.02% | 1.88% |
| Supervisors | 4.19% | 8.67% | 1.76% | 4.03% | 4.17% | 2.29% | 2.06% | 4.80% | 2.80% | 6.73% |
| Foremen/women | 0.09% | 0.00% | 6.67% | 0.29% | 1.60% | 0.00% | 6.07% | 0.00% | 4.24% | 0.03% |
| Clerical workers | 22.23% | 72.28% | 9.42% | 57.06% | 38.72% | 71.03% | 5.42% | 68.80% | 18.14% | 70.18% |
| Sales workers | 0.37% | 0.15% | 2.75% | 11.82% | 1.28% | 3.76% | 0.43% | 0.00% | 1.66% | 2.17% |
| Service workers | 1.40% | 0.15% | 2.54% | 11.24% | 0.06% | 0.33% | 1.41% | 2.40% | 1.58% | 1.52% |
| Skilled crafts and trades workers | 0.65% | 0.05% | 23.77% | 0.58% | 19.42% | 1.15% | 15.38% | 0.80% | 17.61% | 0.36% |
| Semi-skilled manual workers | 0.28% | 0.00% | 28.08% | 4.32% | 3.85% | 0.49% | 21.34% | 0.80% | 16.52% | 0.62% |
| Other manual workers | 1.30% | 0.00% | 12.52% | 1.15% | 3.59% | 0.82% | 21.78% | 5.60% | 9.79% | 0.52% |
| Total | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |

Table 5
Representation of Persons with Disabilities by Occupational Group and Sector

| Occupational Group | Banking | Transportation | Communications | Other Sectors | All Sectors |
|---|---|---|---|---|---|
| Upper-level managers | 2.49% | 1.27% | 1.40% | 1.12% | 1.63% |
| Middle and other managers | 2.01% | 1.53% | 1.12% | 2.33% | 1.68% |
| Professionals | 1.94% | 1.25% | 1.05% | 1.49% | 1.60% |
| Semi-professionals and technicians | 2.16% | 1.39% | 1.24% | 2.22% | 1.45% |
| Supervisors | 2.36% | 1.42% | 1.65% | 1.48% | 1.91% |
| Foremen/women | 1.56% | 1.93% | 1.80% | 3.15% | 2.08% |
| Clerical workers | 1.99% | 1.76% | 1.45% | 2.17% | 1.77% |
| Sales workers | 1.57% | 1.13% | 1.00% | 0.65% | 1.09% |
| Service workers | 4.87% | 0.86% | 1.26% | 0.96% | 0.99% |
| Skilled crafts and trades workers | 2.57% | 2.08% | 1.43% | 3.71% | 1.95% |
| Semi-skilled manual workers | 2.19% | 1.49% | 1.62% | 2.93% | 1.64% |
| Other manual workers | 4.40% | 1.57% | 1.89% | 2.94% | 1.91% |
| Total | 2.02% | 1.57% | 1.37% | 2.43% | 1.71% |

**Table 6**
**Estimated Average Salaries for Persons with Disabilities by Sex, Employment Status and Sector***

| Sector | | Persons with Disabilities | | |
|---|---|---|---|---|
| | | Full-time | Part-time | Overall |
| Banking | All | $29,053 | $11,258 | $26,704 |
| | Men | $40,362 | $8,846 | $38,908 |
| | Women | $22,992 | $11,562 | $21,025 |
| | Women/Men | 56.96% | 130.70% | 54.04% |
| Transportation | All | $33,972 | $11,283 | $33,316 |
| | Men | $34,898 | $10,383 | $34,347 |
| | Women | $26,451 | $12,917 | $25,410 |
| | Women/Men | 75.79% | 124.41% | 73.98% |
| Communications | All | $32,171 | $23,438 | $31,383 |
| | Men | $33,908 | $22,454 | $33,263 |
| | Women | $27,735 | $24,145 | $27,115 |
| | Women/Men | 81.80% | 107.53% | 81.52% |
| Other Sectors | All | $33,536 | $12,307.69 | $33,127 |
| | Men | $34,675 | * | $34,375 |
| | Women | $25,130 | * | $24,444 |
| | Women/Men | 72.47% | * | 71.11% |
| All Sectors | All | $31,913 | $14,462 | $30,567 |
| | Men | $35,543 | $15,298 | $34,856 |
| | Women | $24,406 | $14,180 | $22,816 |
| | Women/Men | 68.67% | 92.69% | 65.46% |

* Note: an asterix replaces a value when there are less than 10 people

**Table 7**
**Hirings, Terminations and Net Effect for Persons with Disabilities by Sex, Employment Status and Sector**

| Sector | | Full-time | | | Part-time | | | Overall | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Hirings | Terminations | Net Effect | Hirings | Terminations | Net Effect | Hirings | Terminations | Net Effect |
| Banking | Total | 221 | 384 | (163) | 151 | 133 | 18 | 657 | 520 | 137 |
| | Men | 86 | 138 | (52) | 34 | 17 | 17 | 146 | 155 | (9) |
| | Women | 135 | 246 | (111) | 117 | 116 | 1 | 511 | 365 | 146 |
| Transportation | Total | 198 | 316 | (118) | 44 | 20 | 24 | 249 | 340 | (91) |
| | Men | 135 | 280 | (145) | 26 | 13 | 13 | 166 | 297 | (131) |
| | Women | 63 | 36 | 27 | 18 | 7 | 11 | 83 | 43 | 40 |
| Communications | Total | 61 | 145 | (84) | 33 | 19 | 14 | 103 | 172 | (69) |
| | Men | 34 | 115 | (81) | 23 | 10 | 13 | 63 | 130 | (67) |
| | Women | 27 | 30 | (3) | 10 | 9 | 1 | 40 | 42 | (2) |
| Other Sectors | Total | 32 | 106 | (74) | 5 | 4 | 1 | 42 | 111 | (69) |
| | Men | 21 | 97 | (76) | 4 | 3 | 1 | 30 | 101 | (71) |
| | Women | 11 | 9 | 2 | 1 | 1 | 0 | 12 | 10 | 2 |
| All Sectors | Total | 512 | 951 | (439) | 233 | 176 | 57 | 1,051 | 1,143 | (92) |
| | Men | 276 | 630 | (354) | 87 | 43 | 44 | 405 | 683 | (278) |
| | Women | 236 | 321 | (85) | 146 | 133 | 13 | 646 | 460 | 186 |

Table 8
**Full-time Hirings and Promotions for Persons with Disabilities by Occupational Group and Sector**

| Occupational Groups | Banking | | | | Transportation | | | | Communications | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions |
| Upper-level managers | 0 | 9 | 0.00% | 3.77% | 0 | 2 | 0.00% | 1.11% | 1 | 0 | 1.20% | 0.00% |
| Middle and other managers | 26 | 172 | 1.12% | 1.45% | 8 | 11 | 0.98% | 0.64% | 6 | 15 | 0.65% | 0.73% |
| Professionals | 16 | 71 | 0.93% | 1.51% | 7 | 3 | 0.89% | 0.72% | 5 | 3 | 0.83% | 0.62% |
| Semi-professionals and technicians | 2 | 6 | 1.20% | 1.38% | 6 | 18 | 0.36% | 1.37% | 12 | 10 | 0.67% | 1.05% |
| Supervisors | 5 | 46 | 1.74% | 1.58% | 6 | 5 | 1.61% | 0.74% | 0 | 13 | 0.00% | 1.44% |
| Foremen/women | 0 | 0 | N/A | 0.00% | 1 | 19 | 0.30% | 1.42% | 0 | 1 | 0.00% | 0.65% |
| Clerical workers | 166 | 265 | 1.54% | 1.65% | 69 | 45 | 1.03% | 1.53% | 25 | 59 | 0.75% | 1.13% |
| Sales workers | 2 | 1 | 3.08% | 0.88% | 5 | 2 | 0.34% | 0.91% | 5 | 1 | 0.54% | 0.25% |
| Service workers | 3 | 0 | 4.35% | 0.00% | 8 | 1 | 0.27% | 0.46% | 0 | 0 | 0.00% | 0.00% |
| Skilled crafts and trades workers | 0 | 0 | 0.00% | 0.00% | 34 | 23 | 1.16% | 1.45% | 2 | 15 | 0.19% | 1.82% |
| Semi-skilled manual workers | 0 | 0 | 0.00% | 0.00% | 26 | 28 | 0.27% | 1.74% | 4 | 6 | 0.75% | 2.21% |
| Other manual workers | 1 | 0 | 2.94% | 0.00% | 28 | 20 | 0.53% | 2.01% | 1 | 2 | 0.14% | 1.71% |
| Total | 221 | 570 | 1.42% | 1.56% | 198 | 177 | 0.60% | 1.34% | 61 | 125 | 0.60% | 1.09% |

| Occupational Groups | Other Sectors | | | | All Sectors | | | |
|---|---|---|---|---|---|---|---|---|
| | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions |
| Upper-level managers | 0 | 1 | 0.00% | 1.67% | 1 | 12 | 0.33% | 2.02% |
| Middle and other managers | 4 | 10 | 2.12% | 1.54% | 44 | 208 | 1.04% | 1.28% |
| Professionals | 6 | 3 | 1.17% | 0.55% | 34 | 80 | 0.94% | 1.30% |
| Semi-professionals and technicians | 4 | 6 | 1.20% | 1.64% | 24 | 40 | 0.61% | 1.30% |
| Supervisors | 0 | 1 | 0.00% | 0.58% | 11 | 65 | 1.30% | 1.40% |
| Foremen/women | 0 | 2 | 0.00% | 1.05% | 1 | 22 | 0.26% | 1.31% |
| Clerical workers | 10 | 12 | 1.35% | 1.75% | 270 | 381 | 1.25% | 1.53% |
| Sales workers | 0 | 0 | 0.00% | 0.00% | 12 | 4 | 0.47% | 0.46% |
| Service workers | 2 | 0 | 0.46% | 0.00% | 13 | 1 | 0.38% | 0.37% |
| Skilled crafts and trades workers | 1 | 3 | 0.49% | 1.65% | 37 | 41 | 0.89% | 1.57% |
| Semi-skilled manual workers | 2 | 12 | 0.52% | 2.45% | 32 | 46 | 0.30% | 1.96% |
| Other manual workers | 3 | 8 | 0.25% | 1.94% | 33 | 30 | 0.46% | 2.00% |
| Total | 32 | 58 | 0.77% | 1.51% | 512 | 930 | 0.81% | 1.43% |

# MEMBERS OF VISIBLE MINORITIES

## 1. Profile of Members of Visible Minorities in the Canadian Labour Force

Between 1981 and 1986, the employment of members of visible minorities rose by 31.4%, from 564,370 to 741,615. Though the group's participation rate declined slightly during these years, to 72.1% of the Canadian labour force from 72.5%, it was higher than that of any other designated group in 1986. The participation rate for visible minority women was almost 9% higher than the overall rate for women in Canada.

Three factors affecting labour market demographics account for the high participation rate: the geographic concentration of visible minorities in major urban areas, affording better access to jobs; the high proportion of people between 25 and 44 years of age in the dominant working group; and a large proportion of women in the labour force.

In 1986, the unemployment rate of members of visible minorities was 10.8%. It was slightly higher for women than for men. The average annual salary for members of visible minorities was more than $2000 below that of the work force. Men were paid $3000 less than the overall average for men, while women received $1000 less than the average for all women. This wage disparity reflects differences between the occupational distribution of members of visible minorities and that of the Canadian work force. While about 6% of members of visible minorities (compared to slightly more than 8% of the total work force) were in Middle and Other Manager occupations and 13.6% were Professionals, almost 19% (compared to 15% of the total work force) were in Other Manual occupations.

The wage differential between visible minorities and Canadians in general increased between 1980 and 1985. The average annual salary for members of visible minorities working full-time fell from 81.0% to 79.4% of the national average. The ratio for visible minority men decreased from 93.4% to 91.6%, while the ratio for visible minority women increased slightly, from 61.0% to 61.8%. In Professional occupations and Skilled Crafts and Trades, visible minority men were paid more than the average salary for all men.

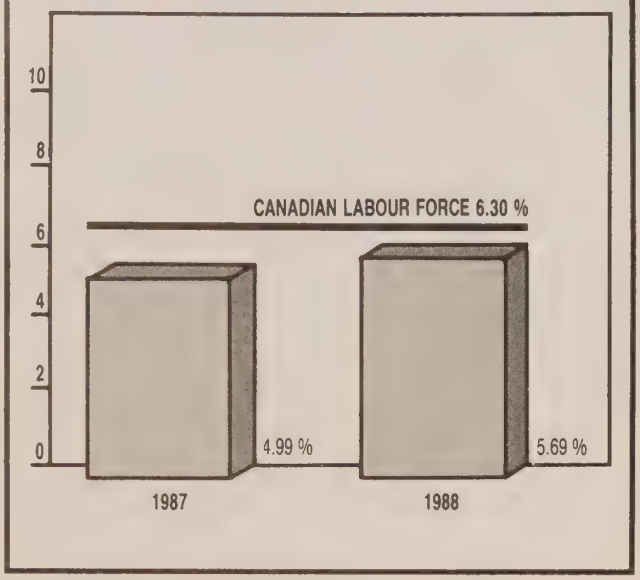
It remains true that visible minority women are doubly disadvantaged. The average full-time salary for visible minority women was $18,865, while that for all women was $19,995.

In general, members of visible minorities have attained a higher educational level than have other people in Canada. More than 50% of members of visible minorities, compared to 43% of Canadians as a whole, have some post-secondary education. While the educational level of both visible minority men and women is higher than that of men and women overall, proportionally fewer visible minority women than men have gone on to higher education.

## 2. Profile of Members of Visible Minorities in the Work Force under the Act[1]

Employers reported a total of 34,232 members of visible minorities, the majority (55.96%) of whom were women. The representation of the group has increased slightly since the first reporting year, to

**THE REPRESENTATION OF MEMBERS OF VISIBLE MINORITIES IN THE WORK FORCE UNDER THE ACT, 1987 AND 1988 AND IN THE CANADIAN LABOUR FORCE**




[1] See "Notes on the Data".

5.69%. Despite the increase, members of visible minorities remained underrepresented in the work force under the Employment Equity Act in 1988.

Members of visible minorities were also underrepresented in each province for which employers provided a report, particularly Nova Scotia, Quebec, Manitoba, Saskatchewan, Alberta and British Columbia. Since the first reporting year, Ontario and British Columbia have shown the largest increases in representation (about 1% each).

Members of visible minorities were highly concentrated in urban areas. Nearly 85% (84.47%) of members of visible minorities, versus 57.17% of the work force, were employed in the eight metropolitan census areas designated under the Employment Equity Act. Over half (53.65%) of the members of visible minorities reported under the Act were employed in Toronto.

## Occupational Profile

The occupational representation of members of visible minorities varies widely. They are underrepresented in several occupations, including Upper level Manager, Foremen/Women, Semi-skilled Manual and Other Manual occupations. The group's representation is higher in Professional, Clerical and Supervisor occupations.

The full-time occupational distribution of members of visible minorities differs considerably from that of the work force under the Act. Both men and women who are members of visible minorities are more heavily concentrated in Clerical and Professional occupations. In fact, 16.53% of full-time male employees who are members of visible minorities, versus 5.37% of all full-time male employees under the Act, worked in Professional occupations. More than 70% (70.35%) of full-time female employees who are members of visible minorities, versus 63.15% of all full-time female employees, worked in Clerical positions. In part-time employment, nearly all (89.03%) of women and over half (51.50%) of men worked in Clerical occupations.

## Salaries

Both men and women who are members of visible minorities were paid slightly lower average full-time salaries than the average salaries of other full-time male and female employees. Men who are members of visible minorities were paid an average full-time salary of $34,837, or 96.08% of the average full-time salary for men. The average full-time salary paid to women who are members of visible minorities was $24,789, or 95.94% of the average salary paid to women working full-time. The wage gaps between visible minority men and all men and visible minority women and all women working full-time have both increased slightly since the first reporting year.

**Table 1**
**Full-time Occupational Distributions for Members of Visible Minorities and the Work Force Under the Act by Sex**

| | Members of Visible Minorities | | The Work Force | |
|---|---|---|---|---|
| **Occupational Group** | **Men** | **Women** | **Men** | **Women** |
| Upper-level managers | 0.75% | 0.05% | 1.43% | 0.14% |
| Middle and other managers | 15.72% | 10.16% | 15.44% | 13.33% |
| Professionals | 16.53% | 7.77% | 5.37% | 5.90% |
| Semi-professionals and technicians | 4.99% | 1.06% | 7.47% | 2.55% |
| Supervisors | 3.48% | 6.19% | 2.69% | 5.44% |
| Foremen/women | 1.78% | 0.06% | 3.91% | 0.14% |
| Clerical workers | 23.16% | 70.35% | 14.83% | 63.15% |
| Sales workers | 1.80% | 1.70% | 2.29% | 3.59% |
| Service workers | 2.56% | 1.73% | 1.88% | 3.94% |
| Skilled crafts and trades workers | 16.85% | 0.26% | 17.38% | 0.42% |
| Semi-skilled manual workers | 7.84% | 0.27% | 18.87% | 0.74% |
| Other manual workers | 4.53% | 0.41% | 8.43% | 0.66% |
| Total | 100.00% | 100.00% | 100.00% | 100.00% |

The lower average salaries of members of visible minorities were reflected in the group's full-time salary distribution. Both male and female members of visible minorities were more likely than other male and female employees to be paid less than $25,000. About one in five (20.50%) of the men working full-time and over 60% (62.08%) of the women working full-time were paid less than $25,000.

## Net Effect of Hirings and Terminations

Net employment growth resulting from hirings and terminations of members of visible minorities was significantly higher than in the work force under the Act. The net effect of the 7052 hirings and 4432 terminations was an increase of 2620, or 5.88%.[2]

[2] Please see "Notes on the Data" for an explanation of the net effect of hirings and terminations

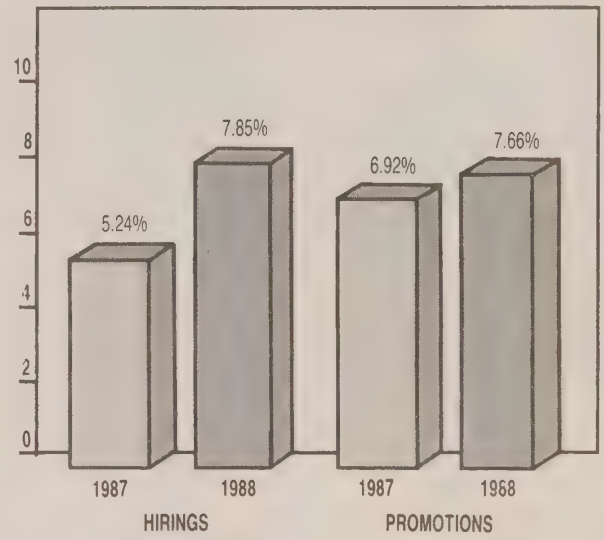
Most (72.60%) of the employment growth occurred in full-time employment, in contrast to the trend toward part-time employment in the work force. Clerical occupations accounted for most of the employment growth in both full-time and part-time employment.

### Opportunities for Change

Hirings and promotions of members of visible minorities were up in 1988. The 4939 full-time hirings of members of visible minorities represented 7.85% of all full-time hirings, an increase over the 5.24% reported for 1987. The 4974 full-time promotions of members of visible minorities represented 7.66% of all full-time promotions, which was higher than the 6.92% share reported for 1987.

However, the pattern of hirings and promotions reinforced the existing occupational distribution of members of visible minorities. More than half (54.14%) of the full-time hirings were for Clerical occupations. This figure was substantially higher than the proportion (34.24%) of hirings for Clerical occupations in the work force. Professional occupations accounted for 10.10% of the full-time hirings of members of visible minorities, versus only 5.76% of the hirings in the work force.

**MEMBERS OF VISIBLE MINORITIES' SHARE OF FULL-TIME HIRINGS AND PROMOTIONS, 1987 AND 1988**




## Banking Sector

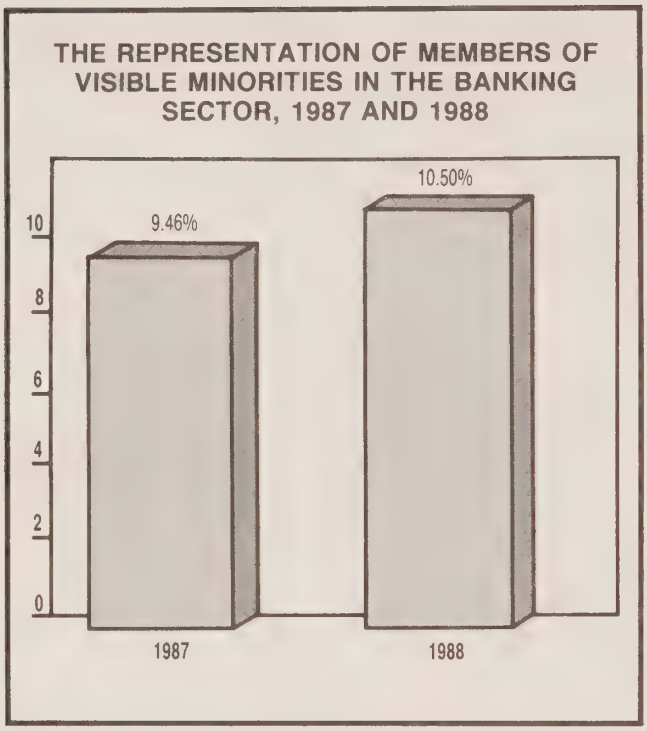
The representation of members of visible minorities in the Banking sector has increased since the first reporting year. The 18,416 Banking employees who were members of visible minorities constituted 10.50% of the Banking work force, a figure that was 1.04% higher than in 1987. Nearly three-quarters (74.05%) of the visible minorities employed in Banking were women. More than half (53.80%) of all reported members of visible minorities were found in the Banking sector. The highest representation of members of visible minorities working in Banking was in Ontario (15.37%) and British Columbia (12.88%).

### Occupational Profile

The representation of members of visible minorities increased in several occupational groups in the Banking sector, especially in Professional and Clerical occupations. However, the group remained underrepresented in Upper level Manager occupations (3.81%). The full-time occupational distribution of visible minority men differed somewhat from that of all men in this sector. They were more than twice as likely as all men to work in Clerical jobs, and more likely to be found in Professional occupations. They were less likely to hold Middle and Other Manager positions. The full-time occupational distribution of visible minority women was similar to that of all women. However, they were slightly more concentrated in Clerical occupations than were all women in Banking.

### Salaries

Men who are members of visible minorities continue to be paid less than all men in Banking. The average full-time salary of men who are members of visible minorities was $33,959, or 81.15% of the average full-time male salary in Banking. The average full-time salary of women who are members of visible minorities was $23,878, approximately the same (100.36%) as for all women in the sector. Women who are members of visible minorities were paid 70.31% of the salary of men in this group. The full-time wage




gaps between visible minority men and all men and visible minority women and all women in Banking have remained stable since the first reporting year.

The lower average salary of men who are members of visible minorities was reflected in their full-time salary distribution. More than one-third (36.21%) of men in this group, versus 19.42% of all men working full-time in Banking, were paid less than $25,000.

### Net Effect of Hirings and Terminations

Hirings and terminations of members of visible minorities in the Banking sector in 1988 resulted in employment growth in both full-time and part-time occupations. The net effect of the 3491 hirings and 2317 terminations was to increase the number of visible minorities in the work force by 1174. Most of this employment growth occurred in full-time employment. This is in contrast to the net effect of all hirings and terminations in the Banking sector, which showed a reduction of full-time employment.

Net employment growth for members of visible minorities was concentrated in Clerical and Professional occupations, thus reinforcing the existing occupational distribution of visible minorities. There was, however, a net employment growth of 126 members of visible minorities in Middle and Other Manager occupations.

### Opportunities for Change

The share of full-time hirings and promotions of members of visible minorities in Banking increased in 1988. Employers reported a total of 2652 full-time hirings of members of visible minorities, or 17.07% of all full-time hirings, and 3940 promotions, or 10.82% of all full-time promotions in Banking. Both these figures are higher than those for the first reporting year. The group's share of hirings and promotions also increased in most occupations.

## Transportation Sector

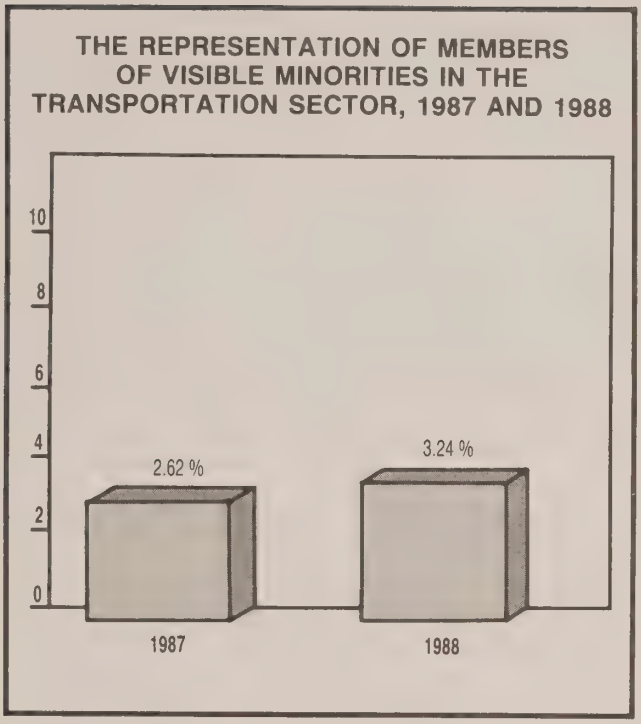
Transportation employers reported 6748 members of visible minorities, 26.14% of whom were women. The representation of the group was 3.24%, an increase of .62% since the first reporting year. Despite the increase of representation in 1988, members of visible minorities continued to be underrepresented in the Transportation sector.

The representation of visible minorities in the Transportation subsectors ranged from 1.64% in Truck Transportation to 5.87% in Pipeline Transport and 4.77% in Air Transportation. The subsectors all showed some improvement over the first reporting year, with Air Transportation and Public Passenger Transit Systems reporting the largest increases.

Members of visible minorities were underrepresented in each province and territory for which Transportation employers provided a report except the Northwest Territories. Their representation was highest in Ontario and British Columbia.

### Occupational Profile

Members of visible minorities were underrepresented in all occupational groups except Professional occupations, in which they held nearly one in ten jobs (9.45%). In the largest occupational group in Transportation, Semi-skilled Manual occupations, members of visible minorities constituted 1.69% of all employees.




The full-time occupational distributions of the men and women who are visible minorities continued to reflect the gender division of labour in Transportation. Nearly 80% (79.37%) of the women were employed in Clerical, Sales, and Service occupations, whereas 59.70% of the men worked in Skilled Crafts and Trades, Semi-skilled Manual occupations and Other Manual occupations.

The full-time occupational distribution of men who are members of visible minorities, however, indicated that they were more heavily concentrated in Skilled Crafts and Trades occupations than were all men.

### Salaries

Members of visible minorities were paid lower average full-time salaries than all full-time employees in the Transportation sector, and the wage gaps have increased slightly since the first reporting year. The average full-time salary for male members of visible minorities was $33,619, or 95.92% of the average full-time male salary. Women in this group were paid an average full-time salary of $25,515, or 97.16% of the average full-time salary paid to women in Transportation. Women who are members of visible minorities received 75.90% of the average salary paid to men who are members of visible minorities. This gap has also increased slightly since the first reporting year.

### Net Effect of Hirings and Terminations

Hirings and terminations of members of visible minorities in the Transportation sector resulted in some net employment growth in 1988. The net effect of the 1854 hirings and 906 terminations was an increase of 948 employees. There were more hirings than terminations of members of visible minorities in each of the Transportation subsectors. Air Transportation accounted for most of the full-time employment growth (529 positions). There were more hirings than terminations of visible minorities in almost all occupational groups, with almost all of the full-time net employment growth occurring in Clerical occupations (246), Skilled Crafts and Trades (132) and Semi-skilled Manual occupations (105).

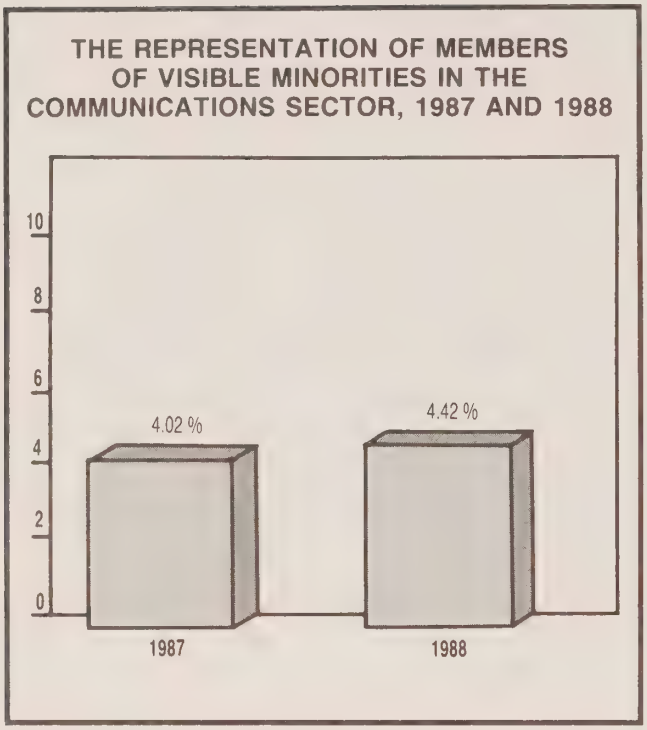
### Opportunities for Change

The share of both hirings and promotions in full-time employment for members of visible minorities has improved since the first reporting year. Employers reported 1465 hirings of members of visible minorities, or 4.43% of all hirings in the Transportation sector. This constituted an increase of 2.15% in the group's share of full-time hirings. Employers also reported 420 full-time promotions for members of visible minorities, or 3.20% of all full-time promotions; this was slightly higher than in 1987.

Increases in the group's share of hirings since 1987 were evident in several occupations, most notably Skilled Crafts and Trades, in which the proportion of hirings more than tripled to 9.01%, and Semi-skilled Manual occupations and Foremen/Women occupations, in which the group's share more than doubled. Small increases in the share of full-time promotions for members of visible minorities were noted in most occupations.

## Communications Sector

Communications employers reported 7679 members of visible minorities, 42.86% of whom were women. The group's representation increased slightly, to 4.42% from the 4.02% recorded in the first reporting year. However, members of visible minorities




remained underrepresented in the Communications sector. They also remained underrepresented in each province and territory for which Communications employers submitted a report. Members of visible minorities were also underrepresented in each of the Communications subsectors, ranging from a low of 3.00% in Telecommunications Broadcasting to a high of 4.87% in Telephone and Telegraph Carriers.

### Occupational Profile

All Communications occupations, except Professional and Other Manual occupations, continued to employ disproportionately low numbers of visible minorities. The group's representation was especially low in Upper level Manager, Middle and Other Manager, and Semi-Professional and Technician occupations. Since the first reporting year, however, representation has improved slightly in all occupations except those of Service Workers. Members of visible minorities were more likely than all Communications employees to work in Professional occupations. Female members of visible minorities were more heavily concentrated in Clerical occupations than were other women.

### Salaries

The average full-time salary of men who are members of visible minorities was $36,074. This was slightly higher than the average full-time male salary in Communications. Women who are members of visible minorities were paid $28,305, or 97.27% of the average full-time salary of women in Communications. The full-time wage gap between visible minority women and all women in Communications has increased slightly since the first reporting year.

### Net Effect of Hirings and Terminations

Hirings and terminations of members of visible minorities in the Communications sector resulted in employment growth in 1988. The net effect of the 1477 hirings and 1094 terminations was an increase of 383. Over half (56.66%) of this increase occurred in part-time employment, mostly in Clerical and Semi-skilled Manual occupations. Growth in full-time employment occurred in Clerical occupations, Skilled Crafts and Trades, and Semi-skilled Manual occupations.

### Opportunities for Change

The representation of visible minorities in full-time hirings in the Communications sector has increased since the first reporting year, while the group's representation in full-time promotions has remained stable. Communications employers reported 620 hirings of members of visible minorities, or 6.09% of all full-time hirings, and 501 promotions, or 4.36% of all full-time promotions. The group's share of full-time hirings increased from 4.30% recorded for the first reporting year.

The group's share of hirings has also increased slightly in most occupations, particularly Supervisor, Professional and Clerical occupations. However, members of visible minorities received less than 3% of the full-time hirings for Upper level Manager positions, and Semi-Professional and Technician occupations.

## Other Sectors

Employers in Other sectors reported 1389 members of visible minorities, one-third of whom were women. The representation of visible minorities was 3.14%. This was .56% higher than the representation of visible minorities in the first reporting year.

The representation of the group varied in the subsectors from a high in nuclear research and manufacturing (5.66%) to a low of 1.15% in Grain Elevators. The representation of visible minorities increased in each of the subsectors, with the largest increase occurring in uranium mining (.56%).

### Occupational Profile

The full-time occupational profile of members of visible minorities indicated that both men and women in this group were more heavily concentrated than all men and women in Professional occupations. More than one-third (34.09%) of visible minority men and 10.76% of visible minority women in Other sectors were in Professional occupations. The high concentration of the group in Professional occupations was largely due to the fact that almost two-thirds (65.47%) of the group employed full-time in nuclear research and manufacturing were in Professional occupations.

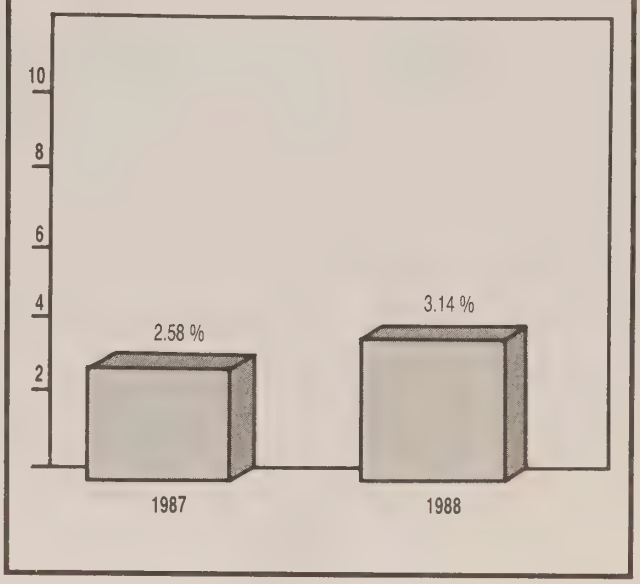
### Salaries

The average full-time salary for men who are members of visible minorities was $37,680. This was higher than the average full-time salary for other men in this sector. The average full-time salary for women in this group was $27,139. This was 93.3% of other women's full-time salaries.

### Net Effect of Hirings and Terminations

Employers in Other sectors reported 230 hirings and 115 terminations of visible minorities during 1988. The net effect of these activities was to increase the number of members of visible minorities by 115. Most of the increases occurred in full-time employment in Service, Semi-Professional and Technician, and Professional occupations.

**THE REPRESENTATION OF MEMBERS OF VISIBLE MINORITIES IN THE OTHER SECTORS, 1987 AND 1988**




### Opportunities for Change

Members of visible minorities received a larger share of full-time hirings and promotions than they did in the first reporting year. During 1988, members of visible minorities received 4.86% (202) of the full-time hirings and 2.94% (113) of the full-time promotions reported by employers.

**Table 2**
**Members of Visible Minorities by Sex, Employment Status and Sector**

| Employment Status | | Banking | Transportation | Communications | Other Sectors | All Sectors |
|---|---|---|---|---|---|---|
| Full-time | All | 16,342 | 6,307 | 6,697 | 1,291 | 30,637 |
| | Men | 4,466 | 4,748 | 4,002 | 883 | 14,099 |
| | Women | 11,876 | 1,561 | 2,695 | 409 | 16,541 |
| | Women% | 72.67% | 24.75% | 40.24% | 31.68% | 53.99% |
| Part-time | All | 1,953 | 391 | 932 | 76 | 3,352 |
| | Men | 295 | 213 | 363 | 30 | 901 |
| | Women | 1,658 | 189 | 569 | 46 | 2,462 |
| | Women% | 84.90% | 48.34% | 61.05% | 60.53% | 73.45% |
| Temporary | All | 121 | 50 | 50 | 22 | 243 |
| | Men | 18 | 36 | 23 | 14 | 91 |
| | Women | 103 | 14 | 27 | 8 | 152 |
| | Women% | 85.12% | 28.00% | 54.00% | 36.36% | 62.55% |
| Overall | All | 18,416 | 6,748 | 7,679 | 1,389 | 34,232 |
| | Men | 4,779 | 4,997 | 4,388 | 927 | 15,091 |
| | Women | 13,637 | 1,764 | 3,291 | 463 | 19,155 |
| | Women% | 74.05% | 26.14% | 42.86% | 33.33% | 55.96% |

**Table 3**
**Representation of Members of Visible Minorities by Province and Sector***

| Province | Banking | Transportation | Communications | Other Sectors | All Sectors |
|---|---|---|---|---|---|
| Newfoundland | 1.05% | 0.24% | 1.18% | 0.00% | 0.72% |
| Nova Scotia | 2.54% | 0.82% | 2.07% | 0.41% | 1.45% |
| New Brunswick | 0.83% | 0.49% | 3.53% | * | 1.09% |
| Prince Edward Island | 1.79% | 0.25% | 1.91% | * | 0.97% |
| Quebec | 4.06% | 2.35% | 2.16% | 2.72% | 2.75% |
| Ontario | 15.37% | 4.14% | 5.58% | 3.83% | 8.35% |
| Manitoba | 3.42% | 2.95% | 3.06% | 3.26% | 3.11% |
| Saskatchewan | 1.42% | 0.45% | 2.23% | 1.57% | 1.37% |
| Alberta | 6.42% | 3.52% | 3.31% | 2.63% | 4.39% |
| British Columbia | 12.88% | 4.44% | 6.24% | 7.08% | 7.18% |
| Yukon | * | 0.61% | 1.71% | * | 1.36% |
| North West Territories | 2.11% | 2.92% | 1.92% | 4.27% | 2.81% |
| Canada** | 10.50% | 3.24% | 4.42% | 3.14% | 5.69% |

* Note: an asterix replaces the value when there were no provincial reports

** These representation figures are calculated from the sum of national reports of all other representation figures in this table are derived from the sum of provincial reports.

Table 4
Full-time Occupational Distributions for Members of Visible Minorities by Sex and Sector

| Occupational Group | Banking | | Transportation | | Communications | | Other Sectors | | All Sectors | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| Upper-level managers | 1.21% | 0.01% | 0.53% | 0.19% | 0.35% | 0.07% | 1.47% | 0.49% | 0.75% | 0.05% |
| Middle and other managers | 28.37% | 10.72% | 5.35% | 2.88% | 15.22% | 12.69% | 9.85% | 4.89% | 15.72% | 10.16% |
| Professionals | 25.86% | 8.32% | 5.33% | 6.34% | 15.54% | 5.75% | 34.09% | 10.76% | 16.53% | 7.77% |
| Semi-professionals and technicians | 1.23% | 0.41% | 4.53% | 2.43% | 8.30% | 2.30% | 11.44% | 6.36% | 4.99% | 1.06% |
| Supervisors | 4.50% | 7.64% | 1.98% | 2.95% | 4.15% | 1.82% | 3.40% | 5.38% | 3.48% | 6.19% |
| Foremen/women | 0.09% | 0.00% | 4.06% | 0.51% | 0.97% | 0.07% | 1.70% | 0.00% | 1.78% | 0.06% |
| Clerical workers | 36.52% | 72.53% | 9.77% | 55.54% | 28.19% | 72.69% | 4.87% | 47.92% | 23.16% | 70.35% |
| Sales workers | 0.34% | 0.21% | 3.33% | 11.53% | 1.75% | 2.67% | 1.25% | 1.22% | 1.80% | 1.70% |
| Service workers | 0.56% | 0.11% | 5.41% | 12.30% | 0.10% | 0.19% | 8.49% | 18.58% | 2.56% | 1.73% |
| Skilled crafts and trades workers | 0.74% | 0.01% | 33.80% | 1.22% | 17.17% | 0.82% | 5.66% | 0.24% | 16.85% | 0.26% |
| Semi-skilled manual workers | 0.27% | 0.01% | 17.71% | 1.92% | 4.70% | 0.48% | 7.25% | 0.00% | 7.84% | 0.27% |
| Other manual workers | 0.31% | 0.03% | 8.19% | 2.18% | 3.57% | 0.45% | 10.53% | 4.16% | 4.53% | 0.41% |
| Total | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% |

Table 5
Representation of Members of Visible Minorities by Occupational Group and Sector

| Occupational Group | Banking | Transportation | Communications | Other Sectors | All Sectors |
|---|---|---|---|---|---|
| Upper-level managers | 3.81% | 1.69% | 1.40% | 2.09% | 2.30% |
| Middle and other managers | 6.89% | 2.81% | 3.75% | 2.12% | 5.01% |
| Professionals | 13.07% | 9.45% | 11.08% | 8.91% | 11.66% |
| Semi-professionals and technicians | 6.49% | 2.25% | 2.71% | 3.58% | 2.84% |
| Supervisors | 11.97% | 3.11% | 4.72% | 3.19% | 7.58% |
| Foremen/women | 6.25% | 2.05% | 2.91% | 0.84% | 2.00% |
| Clerical workers | 11.42% | 5.17% | 4.56% | 4.06% | 7.91% |
| Sales workers | 8.04% | 3.61% | 3.91% | 2.61% | 3.78% |
| Service workers | 9.29% | 3.61% | 5.04% | 8.85% | 4.48% |
| Skilled crafts and trades workers | 11.58% | 4.99% | 3.33% | 1.36% | 4.17% |
| Semi-skilled manual workers | 9.49% | 1.69% | 4.94% | 0.97% | 1.88% |
| Other manual workers | 5.66% | 2.18% | 7.44% | 1.71% | 2.66% |
| Total | 10.50% | 3.24% | 4.42% | 3.14% | 5.69% |

**Table 6**
**Estimated Average Salaries for Members of Visible Minorities by Sex, Employment Status and Sector***

| Sector | | Members of Visible Minorities | | |
|---|---|---|---|---|
| | | Full-time | Part-time | Overall |
| Banking | All | $26,629 | $12,005 | $24,939 |
| | Men | $33,959 | $11,775 | $32,492 |
| | Women | $23,878 | $12,046 | $22,297 |
| | Women/Men | 70.31% | 102.30% | 68.62% |
| Transportation | All | $31,596 | $11,123 | $30,289 |
| | Men | $33,619 | $12,218 | $32,627 |
| | Women | $25,515 | $9,844 | $23,745 |
| | Women/Men | 75.90% | 80.57% | 72.78% |
| Communications | All | $32,948 | $18,609 | $31,175 |
| | Men | $36,074 | $17,562 | $34,493 |
| | Women | $28,305 | $19,277 | $26,749 |
| | Women/Men | 78.46% | 109.77% | 77.55% |
| Other Sectors | All | $35,455 | $10,279.61 | $33,835 |
| | Men | $40,111 | $10,416.67 | $38,876 |
| | Women | $25,329 | $10,190.22 | $23,666 |
| | Women/Men | 63.15% | 97.83% | 60.88% |
| All Sectors | All | $29,400 | $13,704 | $27,747 |
| | Men | $34,837 | $14,195 | $33,516 |
| | Women | $24,789 | $13,521 | $23,227 |
| | Women/Men | 71.16% | 95.25% | 69.30% |

* Note: an asterix replaces a value when there are less than 10 people

**Table 7**
**Hirings, Terminations and Net Effect for Members of Visible Minorities by Employment Status and Sector**

| Sector | | Full-time | | | Part-time | | | Overall | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Hirings | Terminations | Net Effect | Hirings | Terminations | Net Effect | Hirings | Terminations | Net Effect |
| Banking | Total | 2,652 | 1,768 | 884 | 830 | 507 | 323 | 3,491 | 2,317 | 1,174 |
| | Men | 960 | 537 | 423 | 186 | 97 | 89 | 1,153 | 645 | 508 |
| | Women | 1,692 | 1,231 | 461 | 644 | 410 | 234 | 2,338 | 1,672 | 666 |
| Transportation | Total | 1,465 | 709 | 756 | 348 | 178 | 170 | 1,854 | 906 | 948 |
| | Men | 917 | 514 | 403 | 199 | 98 | 101 | 1,143 | 623 | 520 |
| | Women | 548 | 195 | 353 | 149 | 80 ** | 69 | 711 | 283 | 428 |
| Communications | Total | 620 | 468 | 152 | 818 | 601 | 217 | 1,477 | 1,094 | 383 |
| | Men | 344 | 287 | 57 | 590 | 475 | 115 | 954 | 770 | 184 |
| | Women | 276 | 181 | 95 | 228 | 126 | 102 | 523 | 324 | 199 |
| Other Sectors | Total | 202 | 92 | 110 | 20 | 18 | 2 | 230 | 115 | 115 |
| | Men | 113 | 59 | 54 | 10 | 7 | 3 | 129 | 70 | 59 |
| | Women | 89 | 33 | 56 | 10 | 11 | (1) | 101 | 45 | 56 |
| All Sectors | Total | 4,939 | 3,037 | 1,902 | 2,016 | 1,304 | 712 | 7,052 | 4,432 | 2,620 |
| | Men | 2,334 | 1,397 | 937 | 985 | 677 | 308 | 3,379 | 2,108 | 1,271 |
| | Women | 2,605 | 1,640 | 965 | 1,031 | 627 | 404 | 3,673 | 2,324 | 1,349 |

**Table 8**
**Full-time Hirings and Promotions for Members of Visible Minorities by Occupational Group and Sector**

| Occupational Groups | Banking | | | | Transportation | | | | Communications | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions |
| Upper-level managers | 4 | 7 | 6.45% | 2.93% | 4 | 4 | 3.28% | 2.22% | 2 | 0 | 2.41% | 0.00% |
| Middle and other managers | 327 | 801 | 14.08% | 6.75% | 25 | 50 | 3.08% | 2.92% | 32 | 83 | 3.45% | 4.02% |
| Professionals | 311 | 611 | 18.02% | 13.01% | 82 | 29 | 10.42% | 7.02% | 68 | 60 | 11.30% | 12.47% |
| Semi-professionals and technicians | 15 | 20 | 9.04% | 4.59% | 44 | 35 | 2.63% | 2.66% | 51 | 25 | 2.84% | 2.62% |
| Supervisors | 51 | 353 | 17.77% | 12.12% | 17 | 30 | 4.56% | 4.44% | 6 | 29 | 4.03% | 3.22% |
| Foremen/women | 0 | 1 | N/A | 16.67% | 10 | 29 | 3.01% | 2.18% | 1 | 2 | 3.57% | 1.31% |
| Clerical workers | 1,928 | 2,131 | 17.88% | 13.25% | 435 | 123 | 6.50% | 4.27% | 262 | 234 | 7.85% | 4.49% |
| Sales workers | 6 | 10 | 9.23% | 8.85% | 72 | 10 | 4.96% | 3.30% | 43 | 11 | 4.62% | 2.72% |
| Service workers | 6 | 2 | 8.70% | 9.52% | 132 | 10 | 4.53% | 4.69% | 1 | 0 | 2.78% | 0.00% |
| Skilled crafts and trades workers | 2 | 3 | 11.11% | 11.54% | 264 | 57 | 9.01% | 3.62% | 47 | 38 | 4.57% | 4.62% |
| Semi-skilled manual workers | 0 | 1 | 0.00% | 11.11% | 255 | 26 | 2.63% | 1.64% | 39 | 11 | 7.32% | 4.06% |
| Other manual workers | 2 | 0 | 5.88% | 0.00% | 125 | 17 | 2.36% | 1.77% | 68 | 8 | 9.23% | 6.84% |
| Total | 2,652 | 3,940 | 17.07% | 10.82% | 1,465 | 420 | 4.43% | 3.20% | 620 | 501 | 6.09% | 4.36% |

| Occupational Groups | Other Sectors | | | | All Sectors | | | |
|---|---|---|---|---|---|---|---|---|
| | Hired | Promoted | Share of Hirings | Share of Promotions | Hired | Promoted | Share of Hirings | Share of Promotions |
| Upper-level managers | 0 | 1 | 0.00% | 1.67% | 10 | 12 | 3.30% | 2.02% |
| Middle and other managers | 9 | 17 | 4.76% | 2.62% | 393 | 951 | 9.24% | 5.84% |
| Professionals | 38 | 34 | 7.41% | 6.19% | 499 | 734 | 13.75% | 11.95% |
| Semi-professionals and technicians | 21 | 11 | 6.31% | 3.01% | 131 | 91 | 3.30% | 2.96% |
| Supervisors | 1 | 11 | 2.70% | 6.40% | 75 | 423 | 8.87% | 9.08% |
| Foremen/women | 0 | 2 | 0.00% | 1.05% | 11 | 34 | 2.89% | 2.02% |
| Clerical workers | 49 | 21 | 6.61% | 3.06% | 2,674 | 2,509 | 12.41% | 10.09% |
| Sales workers | 3 | 2 | 3.37% | 3.51% | 124 | 33 | 4.89% | 3.76% |
| Service workers | 59 | 0 | 13.69% | 0.00% | 198 | 12 | 5.74% | 4.43% |
| Skilled crafts and trades workers | 3 | 2 | 1.48% | 1.10% | 316 | 100 | 7.56% | 3.84% |
| Semi-skilled manual workers | 7 | 7 | 1.82% | 1.43% | 301 | 45 | 2.84% | 1.91% |
| Other manual workers | 12 | 5 | 1.02% | 1.21% | 207 | 30 | 2.86% | 2.00% |
| Total | 202 | 113 | 4.86% | 2.94% | 4,939 | 4,974 | 7.85% | 7.66% |

# 4

# ASSESSMENT OF EMPLOYERS RESULTS

*"An employer shall . . .*
*(b) . . . ensure that persons in designated groups achieve a degree of representation . . . that is at least proportionate to their representation*
*(i) in the work force, or*
*(ii) in those segments of the work force that are identifiable by qualification, eligibility or geography . . ."*

*— Employment Equity Act, Section 4*

## Summary

This chapter explains the process used for assessing the extent to which employers under the Act are achieving employment equity. Difficulties in implementing equity are often related to business activities, therefore, employers are compared to others in the same sector. They are ranked in three categories, based on their performance with respect to five equity indicators. The ranking shows which employers performed above or below the average for employers in their sector. Clearly, however, this assessment does not rate the progress of employers in absolute terms.

Within the next few years, the Employment Equity Branch hopes to assess the degree of difficulty in achieving equity, and to measure the extent and rate of change occurring in companies.

The assessment of progress will continue to focus on two central issues: what opportunities for change are available to employers and how well employers use those opportunities to achieve a representative work force.

## Background

The Employment Equity Act requires employers to implement equity programs in order to achieve within their organization a representation of the designated groups that reflects at least their representation in the community.

As described in the chapter entitled "Implementing Employment Equity", each employer analyses the composition of the internal work force and compares it to the external availability of the designated groups; this provides a guideline when setting goals and timetables for equity implementation. Employers also review their employment systems to determine the relative share of hirings, promotions and terminations of designated groups in the organization. The results of these activities, which appear in the employment equity reports, manifest two aspects of equity: the existing internal profile of designated groups and the extent of change in representation due to hirings, promotions and terminations.

In the assessment of employers' performance in achieving equity, the following elements are examined:

- the existing profile of designated groups, i.e., their representation within the company, compared to their external representation; and
- the opportunities for change available to the employer and the number of those opportunities filled by designated groups — that is, the growth rate available and the percentage of new hirings and promotions of designated group members — and the net effect of hirings and terminations of designated group members.
- a third element, the degree of difficulty encountered by an employer in achieving equity for any particular designated group, cannot be assessed without highly qualitative information on the current and future status of the company, the individual occupations within each company, and understanding the difficulty of accommodating various designated group members. As the employment equity reports primarily provide objective, quantifiable data, the assessment of performance deals solely with quantifiable indicators, representation and degree of change.

## Methodology

An important consideration in assessing employer performance is that each industrial sector faces different challenges in implementing employment equity because of its particular business activities. Therefore, the performance of each employer is ranked in relation to that of other employers in the same sector.

The ranking indicators use data derived from employers' reports. The data used for the comparison with the external representation of groups are based on figures compiled by the Employment Equity Branch of Employment and Immigration Canada. (See Note 1 in "Technical Notes on Ranking", at the end of this chapter.)

Five indicators are used to rank employers. (See "Technical Notes on Ranking", at the end of this chapter, for a more detailed description.)

1. The representation of the designated group, compared to provincially weighted external data.
2. The representation of the designated group in non-Clerical occupations. (This calculation is used only for women and members of visible minorities because the numbers of these two groups are sufficiently large.)
3. The ratio of white non-disabled men to members of the designated group earning less than $25,000.
4. The rate of increase in the representation of the designated group.
5. The share of promotions of the designated group, compared to the representation of the group.

While all five indicators are important and reflect different aspects of employer performance, the first indicator, which compares the reported representation of the designated group with external data, was given more weight in the ranking process. On the basis of the results of the performance assessment, each employer is assigned to one of three categories by industrial sector.

The first category, A, includes employers whose representation of the designated group is close to the external representation of the group and whose performance with respect to the other indicators is superior to the average performance of employers in their sector.

The designated group representation of employers in the second category, B, is significantly below the external representation of the group, and the other indicators show the performance of these employers to be average for their sector.

Employers in the third category, C, are those whose work force contains no members of the designated group or a representation of the group that is far below the external representation, and whose performance with respect to the other indicators is below average for employers in the same sector.

The above descriptions are simplified. In reality, the composition of the categories is less homogeneous. Employers are placed in a category because of the combination of the five indicators. As combinations of results vary substantially for most employers, each category includes employers with different combinations of performance for different indicators.

Because the first indicator is given more weight, the higher the representation of the designated group, the more likely that employer will be ranked in category A. An employer is not ranked in category A if the reported representation of aboriginal peoples and persons with disabilities is lower than half of the weighted external data (supplied in the first indicator). Conversely, a company is not classed in category C if it reports a representation equal to or higher than 90% of the weighted external data.

Different criteria apply for the other two designated groups (women and members of visible minorities). The second indicator, giving the representation of the group in non-Clerical occupations, was used because of the higher representation of such employees found in most companies. This indicator was used as a control for the occupational concentration of the designated group to add flexibility to the first indicator.

## Ranking

What follows is the listing of employers by industrial sector, indicating for each designated group the category to which the employer is assigned. Please note that employers within each industry sector are listed alphabetically.

## Assessment of Employers in the *Banking Sector* for each Designated Group

| | WOMEN | ABORIGINAL PEOPLES | PERSONS WITH DISABILITIES | MEMBERS OF VISIBLE MINORITIES |
|---|---|---|---|---|
| BANCA COMMERCIALE ITALIANA OF CANADA | B | C | C | A |
| BANK OF AMERICA CANADA | A | C | C | A |
| BANK OF CANADA | A | C | C | B |
| BANK OF CREDIT AND COMMERCE CANADA | B | C | C | A |
| BANK OF MONTREAL | A | C | C | C |
| BANK OF NOVA SCOTIA | B | B | C | C |
| BANQUE NATIONALE DE PARIS (CANADA) | B | C | B | B |
| BARCLAYS BANK OF CANADA | C | C | C | A |
| CANADIAN IMPERIAL BANK OF COMMERCE | B | C | A | C |
| CANADIAN WESTERN BANK | A | C | C | B |
| CHASE MANHATTAN BANK OF CANADA | A | C | C | B |
| CITIBANK CANADA | B | C | B | B |
| HONGKONG BANK OF CANADA | B | C | C | B |
| LAURENTIAN BANK OF CANADA | B | C | C | C |
| LLOYDS BANK CANADA | B | C | C | C |
| MORGAN BANK OF CANADA | B | C | C | B |
| NATIONAL BANK OF CANADA | B | C | C | C |
| NATIONAL BANK OF GREECE (CANADA) | A | C | C | C |
| ROYAL BANK OF CANADA | B | C | C | C |
| SOCIETE GENERALE (CANADA) | B | C | C | B |
| STANDARD CHARTERED BANK OF CANADA | B | C | C | A |
| SWISS BANK CORPORATION (CANADA) | C | C | B | C |
| TORONTO-DOMINION BANK | B | C | C | B |
| UNION BANK OF SWITZERLAND (CANADA) | B | C | C | B |

## Assessment of Employers in the *Transportation Sector* for each Designated Group

| | WOMEN | ABORIGINAL PEOPLES | PERSONS WITH DISABILITIES | MEMBERS OF VISIBLE MINORITIES |
|---|---|---|---|---|
| 161686 CANADA LIMITED | C | B | B | C |
| A.J. BUS LINES LTD. | A | B | C | C |
| A.W. FOSTER & SONS LTD. | C | A | C | C |
| ACL AUTOMOBILE CARRIERS LIMITED | C | A | A | C |
| ACL CANADA INC. | B | C | C | A |
| AEROSERVICES J.T. INC. | B | C | C | C |
| AIR ALLIANCE INC. | A | C | C | C |
| AIR ATLANTIC LTD. | A | C | C | C |
| AIR ATONOBEE LTD. D.B.A. CITY EXPRESS | B | C | C | A |
| AIR CANADA | B | B | C | C |
| AIR FRANCE | A | C | C | B |
| AIR INUIT (1985) LTD. | A | A | C | B |
| AIR NOVA INC. | A | C | C | B |
| AIR ONTARIO INC. | B | A | B | C |
| AIR TRANSAT A.T. INC. | A | C | C | C |
| AIRBC LIMITED | A | B | C | C |
| ALCAN SMELTERS AND CHEMICALS LIMITED | C | C | B | C |
| ALGOMA CENTRAL RAILWAY | C | A | B | C |
| AMERICAN AIRLINES INC. | A | B | C | B |
| AMJ CAMPBELL VAN LINES INC. | B | C | C | C |
| AMR GROUND HANDLING SERVICES | A | C | B | A |
| ARCTIC TRANSPORTATION LTD. | B | C | C | A |
| ARNOLD BROS. TRANSPORT LTD. | C | C | C | C |
| ARROW TRANSPORTATION SYSTEM INC. | C | B | C | C |
| ATLANTIC TOWING LTD. | C | C | C | B |
| ATOMIC TRANSPORTATION SYSTEM INC. | C | C | C | C |
| AUTO HAULAWAY INC. | C | C | C | C |
| BEARSKIN LAKE AIR SERVICE LTD. | B | A | C | C |
| BIG WHEELS TRANSPORT & LEASING LTD. | B | C | C | C |
| BILL THOMPSON TRANSPORT LIMITED | B | C | C | C |
| BOYD MOVING AND STORAGE LIMITED | C | C | A | C |
| BRADLEY AIR SERVICES LIMITED | B | C | C | B |
| BRITISH AIRWAYS PLC | B | C | C | B |
| BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION | C | B | C | C |
| BURLINGTON AIR EXPRESS (CANADA) LTD. | A | C | C | A |
| BURLINGTON NORTHERN RAILROAD | C | C | C | C |
| BYERS TRANSPORT LIMITED | C | C | A | B |
| CABANO EXPEDITEX | C | * | * | * |
| CALM AIR INTERNATIONAL LTD. | B | A | C | C |
| CAN-TRUCK TRANSPORTATION LIMITED | C | B | C | C |
| CANADA 3000 AIRLINES LTD. | B | C | C | B |
| CANADA CARTAGE SYSTEM LTD. | C | C | C | B |
| CANADA MARITIME AGENCIES LIMITED | A | C | C | A |

* An asterisk indicates that it was not possible to rank an employer for a specific designated group because of errors contained in the data reported.

| | WOMEN | ABORIGINAL PEOPLES | PERSONS WITH DISABILITIES | MEMBERS OF VISIBLE MINORITIES |
|---|---|---|---|---|
| CANADA MESSENGER & TRANSPORTATION SYSTEMS INC. | C | C | C | C |
| CANADA PORTS CORPORATION | C | C | C | C |
| CANADA STEAMSHIP LINES INC. | C | A | C | A |
| CANADA STEVEDORING COMPANY LIMITED | C | C | C | A |
| CANADA TRANSPORT LIMITED | C | C | B | C |
| CANADIAN AIRLINES INTERNATIONAL LTD. | B | C | C | B |
| CANADIAN FREIGHTWAYS EASTERN LIMITED | C | A | C | C |
| CANADIAN FREIGHTWAYS LIMITED | C | C | C | C |
| CANADIAN MOTORWAYS LTD. | C | B | C | C |
| CANADIAN NATIONAL RAILWAYS COMPANY | C | B | B | B |
| CANADIAN PACIFIC EXPRESS AND TRANSPORT LTD. | C | C | B | C |
| CANADIAN PACIFIC LIMITED | A | C | C | A |
| CARLETON BUS LINES (ANTRIM) LIMITED | B | C | B | C |
| CAST NORTH AMERICA (1983) INC. | A | B | B | A |
| CATHAY PACIFIC AIRWAYS LIMITED | B | C | C | A |
| COMMISSION DE TRANSPORT DE LA COMMUNAUTE REGIONALE DE L'OUTAOUAIS | C | C | C | B |
| CONAIR AVIATION LTD. | B | B | C | C |
| CP RAIL-DIVISION CANADIAN PACIFIC LIMITED | C | B | B | B |
| CSX TRANSPORTATION INC. | C | C | C | C |
| DAY & ROSS INC. | B | C | C | C |
| DELTA AIR LINES INC. | C | C | C | C |
| EMERY AIR FREIGHT | A | B | C | A |
| EMPIRE STEVEDORING COMPANY LTD. | C | C | A | C |
| ENERCHEM TRANSPORT INC. | C | A | C | B |
| ERB TRANSPORT LIMITED | C | C | C | C |
| EXECAIRE INC. | C | C | C | C |
| FEDNAV LIMITED | B | C | C | A |
| FIELD AVIATION COMPANY LIMITED | B | C | C | B |
| FREDERICK TRANSPORT LIMITED | A | C | C | C |
| G.M. ARMOUR & SON LTD | C | C | C | C |
| G.T.L. TRANSPORT INC. | C | C | C | C |
| GLOBAL EXPRESS INC. | B | C | C | C |
| GRAY COACH LINES LIMITED | C | C | C | C |
| GREAT LAKES PILOTAGE AUTHORITY, LTD. | C | C | C | C |
| GREY GOOSE BUS LINES (ALBERTA), A DIVISION OF GREY GOOSE CORPORATION LIMITED | B | C | C | C |
| GREY GOOSE BUS LINES (MANITOBA) LTD. | B | C | C | A |
| GREYHOUND LINES OF CANADA LTD. | C | C | C | C |
| GRIMSHAW TRUCKING AND DISTRIBUTING LTD. | C | C | B | C |

| | WOMEN | ABORIGINAL PEOPLES | PERSONS WITH DISABILITIES | MEMBERS OF VISIBLE MINORITIES |
|---|---|---|---|---|
| H & R TRANSPORT LIMITED | C | C | C | C |
| H.M. TRIMBLE & SONS (1983) LTD. | C | C | C | C |
| HENDRIE TRANSPORTATION INC. | C | C | C | C |
| HOUSEHOLD MOVERS & SHIPPERS LIMITED | C | C | C | B |
| HUDSON GENERAL AVIATION SERVICES (CALGARY) INC. | B | C | C | C |
| HUDSON GENERAL AVIATION SERVICES (TORONTO) INC. | B | C | C | C |
| HUDSON GENERAL AVIATION SERVICES INC. | B | C | C | C |
| IMPERIAL OIL LIMITED | C | B | C | C |
| IMPERIAL ROADWAYS LTD. | C | B | C | C |
| INNOTECH AVIATION ENTERPRISES LIMITED | C | A | C | A |
| INTER-CITY TRUCK LINES (CANADA) INC. | C | C | C | C |
| INTERNATIONAL AIR TRANSPORT ASSOCIATION | B | C | C | A |
| INTERPROVINCIAL PIPE LINE COMPANY, A DIVISION OF INTERHOME ENERGY INC. | C | C | C | C |
| J.I. DENURE (CHATHAM) LIMITED | A | A | C | C |
| JOHN GRANT HAULAGE LIMITED | C | B | C | C |
| KENT LINE LIMITED | C | C | C | B |
| KINDERSLEY TRANSPORT LTD. | C | C | C | C |
| KINGCOME NAVIGATION COMPANY LTD. | C | A | C | C |
| KINGSWAY TRANSPORTS LTD. | C | C | C | C |
| KLEYSEN TRANSPORT LTD. | C | C | C | A |
| KLM ROYAL DUTCH AIRLINES | A | C | C | A |
| LAIDLAW CARRIERS INC. | C | C | B | C |
| LAKEHEAD FREIGHTWAYS LIMITED | C | A | C | C |
| LIGNES AERIENNES INTER-QUEBEC INC. | B | C | C | C |
| LIQUID CARGO LINES LIMITED | C | C | C | B |
| LOGISTEC CORPORATION | C | C | C | C |
| LOOMIS ARMORED CAR SERVICES LTD. | C | C | C | C |
| LUFTHANSA GERMAN AIRLINES | A | C | C | A |
| MACCOSHAM VAN LINES (CANADA) CO. LTD. | B | C | C | C |
| MARINE ATLANTIC INC. | C | C | B | C |
| MARIS TRANSPORT LIMITED | C | A | C | C |
| MARITIME EMPLOYERS ASSOCIATION | C | C | C | C |
| MARITIME ONTARIO FREIGHT LINES LTD. | C | C | C | C |
| MCCALLUM TRANSPORT INC. (QUEBEC) | C | C | A | C |
| MCCALLUM TRANSPORT INCORPORATED | C | C | C | C |
| MCKINLAY TRANSPORT LTD. | C | C | C | C |
| MCL MOTOR CARRIERS LIMITED | C | A | A | C |
| MIDLAND NEWFOUNDLAND LIMITED | C | C | B | C |
| MIDLAND TRANSPORT LIMITED | B | B | B | C |
| MISENER HOLDINGS LIMITED | C | A | C | B |
| MONTREAL PORT CORPORATION | C | C | B | B |

| | WOMEN | ABORIGINAL PEOPLES | PERSONS WITH DISABILITIES | MEMBERS OF VISIBLE MINORITIES |
|---|---|---|---|---|
| MONTREAL SHIPPING INC. | A | C | C | C |
| MULLEN TRUCKING LTD. | B | A | C | C |
| MUNICIPAL TANK LINES LIMITED | C | A | C | C |
| MURRAY HILL LIMOUSINE SERVICE LTD. | B | C | C | A |
| N.M. PATERSON & SONS LIMITED | C | C | C | B |
| NESEL FAST FREIGHT INC. | C | C | C | C |
| NOLISAIR INTERNATIONAL INCORPORE | A | C | C | C |
| NORCROS INDUSTRIES LIMITED | C | C | C | C |
| NORTH AMERICAN VAN LINES CANADA LTD. | B | C | C | B |
| NORTHERN TRANSPORTATION COMPANY LIMITED | C | B | C | C |
| NORTHUMBERLAND FERRIES LIMITED | B | C | C | C |
| NORTHWEST INDUSTRIES LIMITED | C | C | A | A |
| NORTHWEST TERRITORIAL AIRWAYS LTD. | C | C | C | B |
| OKANAGAN HELICOPTERS LTD. | C | C | C | B |
| ONTARIO EXPRESS LTD. | B | A | C | A |
| OOCL (CANADA) INC. | A | C | C | A |
| OTTAWA CARLETON REGIONAL TRANSIT COMMISSION | C | A | A | B |
| PACIFIC WESTERN TRANSPORTATION LTD. | A | C | C | C |
| PAUL'S HAULING LTD. | C | A | C | B |
| PEACE BRIDGE BROKERAGE LIMITED | A | A | B | B |
| PENETANG-MIDLAND COACH LINES LTD. | A | A | A | C |
| PENNER INTERNATIONAL INC. | C | C | C | C |
| POLE STAR TRANSPORT INC. | C | B | C | C |
| PORTER TRUCKING LTD. | C | C | C | C |
| PRAIRIE DRIVING SERVICES LTD. | C | B | C | C |
| QUEBEC NORTH SHORE AND LABRADOR RAILWAY | C | A | C | C |
| QUEBECAIR-AIR QUEBEC INC. | A | C | C | C |
| R AND D MID-ISLE STEVEDORING LTD. | C | C | C | C |
| REIMER EXPRESS LINES LTD. | C | C | C | C |
| REMPEL TRAIL TRANSPORTATION LTD. | C | C | C | C |
| RICHARDS TRANSPORT LTD. | C | C | C | A |
| RIVTOW STRAITS LIMITED | C | A | A | A |
| SCARBORO MOVERS LIMITED | C | B | B | A |
| SEALAND HELICOPTERS LIMITED | C | C | C | C |
| SEASPAN INTERNATIONAL LTD. | C | B | B | C |
| SLACK TRANSPORT LIMITED | B | C | C | C |
| SMT (EASTERN) LIMITED | C | A | A | C |
| SOCANAV INC. | C | B | C | B |
| SOUNDAIR CORPORATION | B | C | C | C |
| ST.LAWRENCE SEAWAY AUTHORITY | C | A | B | C |
| TAGGART SERVICES LIMITED | C | C | C | C |
| TALLMAN TRANSPORTS LTD. | C | C | C | C |
| TANK TRUCK TRANSPORT LIMITED | C | C | C | C |
| THIBODEAU-FINCH EXPRESS INC. | C | B | C | C |
| THOMPSON'S TRANSFER CO. LIMITED | C | C | C | C |

| | WOMEN | ABORIGINAL PEOPLES | PERSONS WITH DISABILITIES | MEMBERS OF VISIBLE MINORITIES |
|---|---|---|---|---|
| TIME AIR INC. | B | C | C | C |
| TIPPET RICHARDSON LIMITED | C | A | B | B |
| TNT CANADA INC. | C | C | C | C |
| TORONTO AIRWAYS LIMITED | B | B | C | B |
| TORONTO HARBOUR COMMISSIONERS | C | C | B | A |
| TORONTO HELICOPTERS LIMITED | C | B | C | C |
| TORONTO TERMINALS RAILWAY COMPANY | C | B | A | B |
| TRANS MOUNTAIN PIPE LINE COMPANY LTD. | C | C | B | A |
| TRANS-NORTHERN PIPELINES INC. | C | C | B | C |
| TRANSCANADA PIPELINES LIMITED | C | C | C | A |
| TRANSPORT DESGAGNES INC. | B | C | C | B |
| TRANSPORT GUILBAULT INC. | C | C | C | C |
| TRANSPORT ROBERT (1973) LTEE. | C | C | C | C |
| TRANSPORT THIBODEAU INC. | C | C | C | C |
| TRANSPORTS PROVOST INC. | C | A | B | C |
| TRANSX LTD. | C | C | C | C |
| TRILINE EXPRESSWAYS LTD. | C | C | C | C |
| TRIMAC TRANSPORTATION MANAGEMENT LTD. | B | C | C | B |
| ULS CORPORATION INC. | C | C | C | C |
| VAN-KAM FREIGHTWAYS LTD. | C | C | C | C |
| VANCOUVER PORT CORPORATION | B | C | C | A |
| VIA RAIL CANADA INC. | B | B | B | A |
| VIKING HELICOPTERS LIMITED | C | C | C | C |
| VOYAGEUR COLONIAL LIMITED | C | C | C | C |
| VOYAGEUR INC. | C | C | C | C |
| W.J. MOWAT LIMITED | C | C | C | A |
| WARDAIR INTERNATIONAL LTD. | A | C | C | A |
| WESTCAN BULK TRANSPORT LTD. | C | C | C | C |
| WESTCOAST ENERGY INC. | C | C | A | C |
| WESTERN CARTAGE AND STORAGE (1962) LTD. | C | C | C | C |
| WESTERN STEVEDORING COMPANY LIMITED | C | C | C | C |
| WESTSHORE TERMINALS LTD. | C | C | C | C |
| WHITE PASS SYSTEMS LTD. | C | A | C | C |
| WHITE PASS TRANSPORTATION LIMITED | C | C | C | C |
| WILLIAMS MOVING & STORAGE (B.C.) LTD. | C | B | C | C |
| WORLDWAYS CANADA LTD. | B | C | C | A |
| YELLOW FREIGHT SYSTEM OF ONTARIO INC. | C | C | C | C |
| YUKON ALASKA TRANSPORT LTD./ALASKA WEST EXPRESS INC. | C | C | C | C |

## Assessment of Employers in the *Communications Sector* for each Designated Group

| | WOMEN | ABORIGINAL PEOPLES | PERSONS WITH DISABILITIES | MEMBERS OF VISIBLE MINORITIES |
|---|---|---|---|---|
| ALLARCOM LIMITED | C | C | C | C |
| ARMADALE COMMUNICATIONS LTD. | B | C | C | C |
| BELL CANADA | B | C | C | B |
| BELL CELLULAR INC. | B | C | C | B |
| BRITISH COLUMBIA TELEPHONE COMPANY | B | C | C | B |
| BRITISH COLUMBIA TELEVISION BROADCASTING SYSTEM LTD. | C | C | C | B |
| CABLECASTING LIMITED | B | C | C | A |
| CABLENET LIMITED | A | C | A | C |
| CALGARY TELEVISION LIMITED | C | C | C | B |
| CANADA POST CORPORATION | C | C | C | C |
| CANADIAN BROADCASTING CORPORATION | C | C | C | C |
| CANADIAN SATELLITE COMMUNICATIONS INC. | B | C | C | C |
| CANTEL INC. | A | C | C | A |
| CANWEST BROADCASTING LTD. | B | C | C | C |
| CAP COMMUNICATIONS, A DIVISION OF ELECTROHOME LIMITED | C | C | C | C |
| CFCF INC. | B | C | C | C |
| CFCN COMMUNICATIONS LIMITED | B | C | A | C |
| CFCN LTD. | C | C | C | C |
| CFPL BROADCASTING LIMITED | C | C | C | C |
| CFQC BROADCASTING | C | C | C | C |
| CFTO TV LIMITED | A | C | C | A |
| CHEK-TV LIMITED | C | C | C | C |
| CHUM LIMITED | B | C | C | C |
| CKCK BROADCASTING LIMITED PARTNERSHIP | C | C | C | C |
| CKNX BROADCASTING LIMITED | C | C | C | C |
| CKO INCORPORATED | A | C | C | C |
| CNCP TELECOMMUNICATIONS | C | B | C | A |
| CTV TELEVISION NETWORK LTD. | B | C | C | C |
| DHL INTERNATIONAL EXPRESS LTD. | B | C | B | A |
| FEDERAL EXPRESS CANADA LTD. | C | A | C | A |
| FRONTENAC BROADCASTING COMPANY LTD. | A | C | C | C |
| FUNDY CABLE LTD. | B | C | A | A |
| GLOBAL COMMUNICATIONS LIMITED | B | C | C | B |
| JIM PATTISON INDUSTRIES LTD. | B | C | C | C |
| KAWARTHA BROADCASTING COMPANY LIMITED | C | C | C | C |
| KEY RADIO LIMITED | A | C | C | C |
| MACLEAN HUNTER CABLE TV, A DIVISION OF MACLEAN HUNTER LIMITED | B | C | B | B |
| MACLEAN HUNTER COMMUNICATIONS INC. | A | C | C | A |
| MAYNE NICKLESS TRANSPORT INC. | B | B | B | C |

| | WOMEN | ABORIGINAL PEOPLES | PERSONS WITH DISABILITIES | MEMBERS OF VISIBLE MINORITIES |
|---|---|---|---|---|
| MID-CANADA COMMUNICATIONS (CANADA) CORP. | B | C | C | C |
| MIDDLESEX LAMBTON COMMUNICATIONS CORPORATION | A | C | C | C |
| MOFFAT COMMUNICATIONS LIMITED | B | C | C | C |
| MONARCH BROADCASTING LTD. | B | C | C | C |
| MULTILINGUAL TELEVISION (TORONTO) LIMITED | C | C | C | A |
| NATION'S CAPITAL TELEVISION INCORPORATED | B | C | B | C |
| NATIONAL MOBILE RADIO COMMUNICATIONS INC. | C | C | C | C |
| NATIONAL PAGETTE LTD. | A | C | C | A |
| NIAGARA TELEVISION LIMITED | C | C | C | C |
| NORTHERN CABLE SERVICES LIMITED | B | B | B | C |
| NORTHERN TELECOM CANADA LIMITED | C | C | B | B |
| NORTHERN TELEPHONE LIMITED | B | A | C | C |
| NORTHWESTEL INC. | C | C | C | C |
| OTTAWA CABLEVISION LIMITED | C | A | C | C |
| PATHONIC NETWORK INC. | C | C | C | C |
| QCTV LTD. | A | C | B | C |
| RADIO 1540 LIMITED | A | C | C | A |
| RADIO FUTURA LTEE. | A | B | A | C |
| RADIO NORD INC. | C | C | C | C |
| RADIOMUTUEL INC. | C | C | C | C |
| RAWLCO COMMUNICATIONS LTD. | A | C | B | C |
| REGINA CABLEVISION CO-OPERATIVE | A | C | C | B |
| ROGERS BROADCASTING LIMITED | C | C | C | C |
| ROGERS CABLE TV LIMITED | A | C | C | A |
| SASKATOON TELECABLE LTD. | B | A | C | B |
| SASKWEST TELEVISION INC. | B | C | C | C |
| SELKIRK BROACASTING LIMITED | A | C | C | B |
| SHAMROCK TELEVISION SYSTEM INC. | B | C | C | C |
| SHAW CABLESYSTEMS (ALBERTA) LTD. | B | A | A | C |
| SHAW CABLESYSTEMS (B.C.) LTD. | C | C | C | C |
| SHAW RADIO LTD. | B | C | C | C |
| SKYLINE CABLEVISION LIMITED | C | C | C | C |
| SPORTS NETWORK | B | C | B | B |
| STANDARD RADIO INC. | A | C | C | C |
| SUNWAPTA BROADCASTING LIMITED, A DIVISION OF ELECTROHOME LIMITED | B | C | C | C |
| TELE-METROPOLE INC. | C | C | C | C |
| TELEGLOBE CANADA INC. | C | C | C | B |
| TELEMEDIA COMMUNICATIONS INC. | C | C | C | C |
| TELEMEDIA COMMUNICATIONS ONTARIO INC. | B | A | C | C |
| TELESAT CANADA | C | C | C | A |
| TERRA NOVA TELECOMMUNICATIONS INC. | C | C | C | C |

| | WOMEN | ABORIGINAL PEOPLES | PERSONS WITH DISABILITIES | MEMBERS OF VISIBLE MINORITIES |
|---|---|---|---|---|
| TRILLIUM CABLE COMMUNICATIONS LIMITED | A | C | A | A |
| UNITED PARCEL SERVICES CANADA LIMITED | C | C | C | A |
| VIDEOTRON LTD. | C | C | A | C |
| WESTCOM RADIO GROUP LTD. | C | C | C | C |
| WESTERN APPROACHES LIMITED | C | C | A | B |
| WESTERN CABLESYSTEMS LTD. | B | A | C | B |
| WESTERN MANITOBA BROADCASTERS LIMITED | B | B | C | C |
| WINNIPEG VIDEON INCORPORATED | B | C | C | B |

## Assessment of Employers in *Other Sectors* for each Designated Group

| | WOMEN | ABORIGINAL PEOPLES | PERSONS WITH DISABILITIES | MEMBERS OF VISIBLE MINORITIES |
|---|---|---|---|---|
| ALBERTA WHEAT POOL | C | C | C | C |
| AMOK LTD. | C | A | C | A |
| ATOMIC ENERGY OF CANADA LIMITED | C | B | C | B |
| BRINKS CANADA LIMITED | C | C | C | C |
| BUCKERFIELD'S LIMITED | C | C | A | C |
| CAMECO-A CANADIAN MINING ENERGY CORPORATION | C | A | C | A |
| CANADA COUNCIL | A | C | C | C |
| CANADA MORTGAGE AND HOUSING CORPORATION | A | B | C | B |
| CANADIAN BANKERS' ASSOCIATION | B | C | C | B |
| CANADIAN FILM DEVELOPMENT CORPORATION | B | C | C | A |
| CANADIAN PRESS | A | C | C | A |
| CANADIAN WHEAT BOARD | B | B | B | A |
| CAPE BRETON DEVELOPMENT CORPORATION | C | C | A | C |
| CARGILL LIMITED | C | C | C | C |
| CSP FOODS LTD. | C | C | C | C |
| DEFENCE CONSTRUCTION (1951) LIMITED | B | C | B | C |
| DENISON MINES LIMITED | C | C | C | C |
| ELDERS GRAIN COMPANY LTD. | B | C | C | C |
| EXECUTIVE SECURITY SERVICES LTD. | A | B | C | A |
| EXPORT DEVELOPMENT CORPORATION | B | C | C | C |
| FARM CREDIT CORPORATION | B | C | C | C |
| FEDERAL BUSINESS DEVELOPMENT BANK | B | C | C | A |
| FEED-RITE LTD. | B | B | C | A |
| FRESHWATER FISH MARKETING CORPORATION | B | B | A | C |

| | WOMEN | ABORIGINAL PEOPLES | PERSONS WITH DISABILITIES | MEMBERS OF VISIBLE MINORITIES |
|---|---|---|---|---|
| GULF CANADA RESOURCES LIMITED | C | C | C | B |
| HARBOURFRONT CORPORATION | B | C | C | B |
| HUDSON BAY MINING & SMELTING CO. LTD. | C | B | C | C |
| INTERNATIONAL DEVELOPMENT RESEARCH CENTRE | A | C | C | B |
| KEY LAKE MINING CORPORATION | C | A | C | A |
| MANITOBA POOL ELEVATORS | C | C | B | C |
| MASTERFEEDS (A MEMBER OF MAPLE LEAF MILLS LTD.) | C | C | C | C |
| METROPOL AIRPORT SECURITY SERVICES | A | A | C | A |
| METROPOL SECURITY LTD. | A | A | B | A |
| MLM FLOUR PRODUCTS-A MEMBER OF MAPLE LEAF MILLS LIMITED | C | C | C | A |
| N.M. PATERSON & SONS LIMITED | C | C | C | C |
| NATIONAL ARTS CENTRE | A | C | B | C |
| NATIONAL CAPITAL COMMISSION | B | B | C | C |
| NEWFOUNDLAND DOCKYARD CORPORATION | C | C | C | C |
| NORDION INTERNATIONAL INC. | B | C | B | A |
| OGILVIE MILLS LTD. | C | C | C | C |
| PACIFIC ELEVATORS LIMITED | C | C | C | C |
| PARRISH & HEIMBECKER LIMITED | A | C | C | C |
| PIONEER GRAIN COMPANY LIMITED | C | C | B | C |
| PRINCE RUPERT GRAIN LTD. | C | A | C | C |
| REUTERS CANADA LTD. | C | C | C | A |
| RICHARDSON TERMINALS LIMITED | C | C | C | C |
| RIO ALGOM LIMITED | C | A | C | C |
| ROBIN HOOD MULTIFOODS INC. | C | C | B | C |
| ROWAN COMPANIES INC. | C | C | C | B |
| ROYAL CANADIAN MINT | C | A | A | C |
| SASKATCHEWAN WHEAT POOL | C | C | B | C |
| SEDPEX INC. | C | C | C | C |
| THERATRONICS INTERNATIONAL LTD. | C | C | A | C |
| UNITED GRAIN GROWERS LIMITED | B | B | C | C |
| VERREAULT NAVIGATION INC. | B | C | A | C |

The following employers have been excluded from this assessment.
See Appendix C for more information.

DICOM DIRECT COMMUNICATIONS CANADA LTD.
EASTERN AIR LINES INC.
KABE INTERNATIONAL TRANSPORT LTD.
PUROLATOR COURIER LTD.
ZIRCATEC PRECISION INDUSTRIES INC.

## Technical Notes on Ranking:

Five indicators were used to rank employers in their achievement of equity:

### 1. Representation of the group measured against external data

As the representation of designated groups can vary widely across the country, the census data used as an external point of comparison is weighted to fit the regional distribution of each employer's total work force. The reference provided by the provincially weighted external representation of the group is the key factor used for ranking employers. It is obtained by multiplying the share of the employer work force found in each province and the representation of the designated group in the work force of that province. The results for each province are then added together.[1]

This formula is illustrated by the following example: 60% of the work force of company A is in Quebec, where the representation of aboriginal people is 1.1%; 40% of the work force of company A is in the Yukon, where the representation of aboriginal people is 16.6%. The weighted figure for aboriginal peoples for that company will be:

| % of Company Employees per province | | Provincial Aboriginal Representation | | |
|---|---|---|---|---|
| .6 | X | 1.1 | = | .66 |
| .4 | X | 16.6 | = | + 6.64 |
| Weighted external representation | | | = | 7.3% |

Employers are assigned a rating of A to D according to how the representation of a designated group compares with this external data. Employers are assigned an A if the representation of the group equals 90% or more of their proportion as found in the external reference, a B if it is lower than 90% but at least 70%, a C if the representation is below 70% but at least 50%, and a D if the representation of the group falls below 50%.

### 2. Representation of the group in non-Clerical occupations (women and members of visible minorities only)

This indicator is useful for measuring the degree of occupational concentration of a designated group in a company. It is also a very good indicator of the quality of jobs occupied by members of a designated group: it reflects the group's representation in occupations with better salaries, more responsibilities and increased chances for advancement.

Representation is calculated by dividing the number of group members by the total number of employees in the company after subtracting Clerical Workers from both numbers. However, this calculation cannot be used for persons with disabilities or for aboriginal peoples because of their relatively small representation in most companies.

### 3. Ratio of white men without disabilities to designated group members earning less than $25,000

This indicator compares the proportion of white men without disabilities found in salary ranges under $25,000 to the same proportion of members of a designated group. It is expressed as a decimal figure that represents the proportion of white men without disabilities paid less than $25,000 for every one percent of the group. The number 1 indicates equality (1:1), whereas a figure of less than 1 means that a smaller proportion of white men without disabilities earned less than $25,000 than did members of the designated groups. For example, the figure .5 is equivalent to a ratio of .5:1, meaning that, proportionally, only half as many men are paid under $25,000 as were members of the group.

### 4. Rate of increase in the representation of the designated group

This indicator reflects the real increase (decrease) in the representation of a designated group during the year. The net effect of hirings and terminations of group members is

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[1] The following formula is used to calculate this figure for each employer:

$$WER_g = \sum_{i=1}^{n} (P_i \times RW_{gi})$$

where

$WER_g$ = weighted external representation of designated group g
$P_i$ = proportion of the employer's work force in province i
$RW_{gi}$ = representation of group g in the work force of province i
n = number of provinces and territories

The work force figures of designated groups are drawn from Tables 3 and 12 of Employment Equity Availability Data Report on Designated Groups from the 1986 Census of Canada, prepared by Technical Services, Employment Equity Branch, Employment and Immigration Canada.

subtracted from the number of group members working for the company at the end of the year. The same calculation is done for the total number of employees in the company. The representation of the group at the beginning of the year is calculated using the two revised figures. The difference between the representation of the group at the end and at the beginning of the year is finally divided by the representation of the group at the beginning of the year.

The result shows whether the representation of the group has increased or decreased during the year, and by what proportion.

This indicator on net progress does not show the net increase or decrease in the number of members of designated group in the company, but rather it shows the increase or decrease in the representation of the designated group.

### 5. Share of promotions compared to representation

This last indicator is obtained by subtracting the representation of the designated group in the company from the share of promotions received. The result of this subtraction is divided by the representation of the group in the company. This shows whether members of designated groups who were employed received an equitable share of promotions.

As group representation was the key factor in the previous indicator, the closely related figures for the group's share of promotions were not directly compared to total promotions in the company.

# TOWARDS 1991

*"13.(1) Five years after the coming into force of this Act, and at the end of every three year period thereafter, a comprehensive review of the provisions and operation of this Act including the effect of such provisions shall be undertaken by such committee of the House of Commons as may be designated or established by the House for that purpose."*

*— Section 13.1, Employment Equity Act*

This second annual report on employment equity describes the representation of designated groups in the work force of employers covered by the Act, and assesses the degree of change since last year's report. With each subsequent year's report, it will be possible to chart more clearly the progress towards equity. Information on employer performance will be an essential element in the review of the Act. Section 13 of the Employment Equity Act requires a review of the Act and its provisions by a parliamentary committee after the first five years (that is, in 1991) and every three years thereafter.

The 1991 review, now being planned, will provide an opportunity to assess the effectiveness of the legislation and monitor the degree of progress that has been achieved. To prepare for the review, the Employment Equity Branch will produce a discussion paper on issues relating to the legislation for the consideration of all stakeholders and the public. This paper will form the basis of discussions between government and affected groups, on the impact of the legislation and on possible improvements.

The exchange of ideas will take place in forums at the national and provincial levels. Interested parties may indicate their wish to be included in these consultations by contacting the Employment Equity Branch or any regional EIC Employment Equity Consultative Service.

# APPENDIX A: NOTES ON THE DATA

On June 1, 1989, federally regulated employers and Crown corporations with 100 employees or more were required to submit their second annual reports under the Employment Equity Act. A total of 374 employers reports were submitted to Employment and Immigration Canada. Due to reporting problems (late or problematic reports) and the schedule for the Employment Equity Act Annual Report, 372 or 99% of the employers' reports were included in the data base for the analysis and consolidation required under Section 10 of the Employment Equity Act. A total of 601,626 permanent full-time, permanent part-time and temporary employees were reported on for 1988.

## Key Concepts

### The Employer's Report

Employers are required to report according to six standard forms.[1] These forms contain the following information:

Form 1 identification of employer, summary statistics and the certification of accuracy

Form 2 the distribution of all employees by designated group, occupational category and salary quarters

Form 3 the distribution of all employees by designated group and salary range

Form 4 employees hired, categorized by designated group

Form 5 employees promoted, categorized by designated group

Form 6 employees terminated, categorized by designated group

Forms 2 to 6 are divided into three sets, set "A" for full-time employees, set "B" for part-time employees and set "C" for temporary employees. The forms for temporary employees are required only where temporary employees account for 20% of more of the employer's work force. Employers must submit the forms for each industrial sector where there are 1000 or more employees and for each province and each designated Census Metropolitan Area[2] in which they employ 100 or more employees. At the Census Metropolitan Area level, only forms 2A and 2B are required.

The figures used in the consolidation are derived directly from employers reports. Adjustments have not been made to the information supplied by the employers unless they have given their express agreement. In some instances, the accumulation of small errors in an employer's report has led to inconsistencies between the total employees reported on Forms 2 and Forms 3. In other cases, there are inconsistencies in the number of men and women reported on a form and the totals. These inconsistencies have been left unadjusted.

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[1] Information on how to obtain copies of the legislation, including Forms 1-6, is available from:
Resource Centre
Employment Equity Branch
Employment and Immigration Canada
Ottawa, Ontario
K1A 0J9

[2] The 8 designated Census Metropolitan Areas (CMA'S) are:
Calgary, Alberta
Edmonton, Alberta
Halifax, Nova Scotia
Montreal, Quebec
Regina, Saskatchewan
Toronto, Ontario
Vancouver, British Columbia
Winnipeg, Manitoba

For more information refer to: "Schedule 1", Employment Equity Act and Reporting Requirements, July 1986 and "Technical Reference Paper No. 1: Geographic Location Maps for Employment Equity Reports", August 1986.

Any comparison with information from the first reporting year should take into account certain changes in employers' methods of collecting data.[3] For example, some occupational groups have been reclassified since the first reporting year, and the results of self-identification surveys have changed the number of persons identifying themselves as members of designated groups.[4] The list of employers has also changed slightly since the first reporting year.[5]

### Voluntary Self Identification

The Employment Equity Act requires employers to report employees as aboriginal peoples, persons with disabilities, or members of visible minorities, only if the employees have voluntarily identified themselves as such, or have agreed to be so identified by the employer. Therefore, the number of employees reported in these three groups may not be the actual number of designated group members employed. Employees may not wish to identify themselves as members of a designated group.

### Occupational Groups

In order to fulfill their reporting requirements, employers were required to categorize their employee data by occupational category on form 2 (distribution of employees), form 4 (employees hired), form 5 (employees promoted) and form 6 (employees terminated). The 12 occupational groups used by the employers were specified by the employment equity legislation and are related to the classification system used by Statistics Canada in collecting its labour force data. The twelve groups are: Upper level Managers; Middle and Other Managers; Professionals; Semi-Professionals and Technicians; Supervisors; Foremen/Women; Clerical Workers; Sales Workers; Service Workers; Skilled Crafts and Trades Workers; Semi-skilled Manual Workers; and Other Manual Workers.[6]

### Industrial Sectors

Employers covered under the Act were grouped according to the Standard Industrial Classification: 1980 published by Statistics Canada. There are three major industrial sectors: Banking, Transportation and Communications, corresponding to three of the major groups of the Standard Industrial Classification. The fourth industrial sector in the analysis is an aggregation of the employers which did not fall into the above sectors. This grouping of employers is referred to in this report as Others. It includes companies involved in several dissimilar sectors.[7] Since this group of

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[3] There have also been additions and corrections to the first series of employers' reports under the Employment Equity Act. For a summary of the major changes, please refer to the information brochure entitled "Update on Visible Minorities", published in May 1989.

[4] See "Changes in the Representation of the Designated Groups" in this Appendix.

[5] See Appendix C for a complete list of employers included in this analysis.

[6] For more information on the classification of Occupational Groups refer to: "Schedule III", Employment Equity Act and Reporting Requirements, July 1986 and "Technical Reference Paper No. 3: Occupational Groups for Employment Equity reports", August 1986.

[7] The following is a list of industrial sectors grouped in the "Others" sector:

Metal Mines
Coal Mines
Crude Petroleum and Natural Gas
Services Incidental to Crude Petroleum and Natural Gas
Meat and Poultry Industries
Fish Products Industry
Flour, Prepared Cereal Foods and Feed Industry
Vegetable Oil Mills
Stamped, Pressed and Coated Metal Products Industries
Shipbuilding and Repair Industry
Project Management Construction
Other Services Incidental to Construction
Grain Elevators Industry
Other Storage and Warehousing Industries
Farm Products, Wholesale
Business Financing Companies
Architectural, Engineering and Other Scientific and Technical Services
Other Business Services
Foreign Affairs and International Assistance
Human Resource Administration
Economic Services Administration
Theatrical and Other Staged Entertainment Services
Business Associated

companies is not as homogeneous as companies in the other sectors, the reported results are more difficult to interpret.

The grouping of employers into broad industrial sectors allows comparisons to be made in the analysis between the industrial sector data as reported under the Employment Equity Act and data already collected by Statistics Canada. In some cases (such as Banking) the entire sector is under federal jurisdiction while in others (such as Transportation) only a portion of the section is under federal jurisdiction. In this latter case the use of Standard Industrial Classification (SIC) codes reported by employers makes it possible to configure Statistics Canada data in such a way as to allow for comparisons.

### The Salary Calculations

Estimates for average salary are based on information from Form 3 of the employer reports.

As salary information is reported by salary ranges, estimates of average salaries were calculated using the mid point of a range as a proxy for its salary value. However, the estimate of the value of the highest salary range, $70,000 and over, was more difficult. In the first reporting year, the mean value for this salary range was derived from projections of the distribution trend based on regression on a semi-logarithmic curve. For the 1988 reporting year, this value was adjusted using the Canadian price index.[8]

The average salary estimates are reliable, but should be used mainly as indicators of the extent of differences and problems, rather than as precise measurements of the salaries of employees under the Employment Equity Act.

Other measurements commonly used were the proportions of employees who were paid less than $25,000 or more than $40,000. These measurements were derived directly from Form 3 without further calculations.

### Changes in the Representation of the Designated Groups

Two methods were used to analyse changes in the representation of the designated groups. The first method compared the reported representation of the designated groups in the 1987 and 1988 employer reports. The second estimated employment growth for the designated groups on the basis of information from Form 4 (hirings) and Form 6 (terminations).

Changes in the reported representation of designated groups can be affected by many factors including changes in the rate of self-identification of members of designated groups; changes in the mix of companies included in the analysis; and the net effect hirings and terminations. Most of the assessment of change in the chapter The Designated Group Profiles was based on reported representation.

The **independent** effect of hirings and terminations was analyzed in a section of each designated group profile titled "Net Effect of Hirings and Terminations". In these sections a growth rate from hirings and terminations was estimated. When the growth rate of a group is larger than that estimated for the workforce under the Act, then the net effect of hirings and terminations was to increase the representation of the group. Since the net effect of hirings and terminations is only one factor contributing to changes in reported representation, it is possible that the reported representation of a group could increase despite a lower growth rate from hirings and terminations.

[8] The Canadian Price Index for converting 1987 dollars to 1988 dollars is 1.04.

# APPENDIX B

Table 1
**Total Population Showing Representation of Designated Groups for Geographic Areas 1986**

| Geographic Areas | Total | | Women | | Aboriginal Peoples | | Members of Visible Minorities | | (Limited At Work) Persons with Disabilities (2) | |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % |
| **CANADA** | **25,022,005** | **100.0** | **12,653,550** | **50.6** | **711,725** | **2.8** | **1,577,710** | **6.3** | **1,255,160** | **7.3** |
| Newfoundland | 564,005 | 100.0 | 281,570 | 49.9 | 9,560 | 1.7 | 3,415 | 0.6 | 28,665 | 7.7 |
| Prince Edward Island | 125,090 | 100.0 | 62,820 | 50.2 | 1,285 | 1.0 | 1,295 | 1.0 | 6,085 | 7.5 |
| Nova Scotia | 864,150 | 100.0 | 437,350 | 50.6 | 14,225 | 1.6 | 24,390 | 2.8 | 55,830 | 9.6 |
| New Brunswick | 701,855 | 100.0 | 354,385 | 50.5 | 9,375 | 1.3 | 7,265 | 1.0 | 43,985 | 9.4 |
| Quebec | 6,454,490 | 100.0 | 3,285,025 | 50.9 | 80,945 | 1.3 | 224,775 | 3.5 | 294,050 | 6.5 |
| Ontario | 9,001,170 | 100.0 | 4,572,330 | 50.8 | 167,370 | 1.9 | 775,245 | 8.6 | 457,670 | 7.4 |
| Manitoba | 1,049,315 | 100.0 | 531,190 | 50.6 | 85,235 | 8.1 | 54,755 | 5.2 | 55,210 | 8.0 |
| Saskatchewan | 996,695 | 100.0 | 497,790 | 49.9 | 77,650 | 7.8 | 23,325 | 2.3 | 49,540 | 7.8 |
| Alberta | 2,340,265 | 100.0 | 1,159,865 | 49.6 | 103,930 | 4.4 | 166,670 | 7.1 | 110,580 | 6.9 |
| British Columbia | 2,849,585 | 100.0 | 1,435,360 | 50.4 | 126,625 | 4.4 | 294,885 | 10.3 | 151,375 | 7.8 |
| Yukon | 23,360 | 100.0 | 11,125 | 47.6 | 4,995 | 21.4 | 585 | 2.5 | 735 | 4.4 |
| Northwest Territories | 52,020 | 100.0 | 24,740 | 47.6 | 30,525 | 58.7 | 1,095 | 2.1 | 1,430 | 4.3 |
| Halifax | 293,060 | 100.0 | 149,545 | 51.0 | 3,920 | 1.3 | 15,030 | 5.1 | | N/A |
| Montreal | 2,887,855 | 100.0 | 1,489,030 | 51.6 | 22,700 | 0.8 | 204,740 | 7.1 | | N/A |
| Toronto | 3,399,680 | 100.0 | 1,734,710 | 51.0 | 32,955 | 1.0 | 586,495 | 17.3 | | N/A |
| Winnipeg | 617,790 | 100.0 | 317,925 | 51.5 | 28,320 | 4.6 | 49,530 | 8.0 | | N/A |
| Regina | 184,520 | 100.0 | 94,115 | 51.0 | 8,610 | 4.7 | 8,115 | 4.4 | | N/A |
| Calgary | 665,845 | 100.0 | 332,320 | 49.9 | 15,250 | 2.3 | 72,600 | 10.9 | | N/A |
| Edmonton | 777,905 | 100.0 | 388,505 | 49.9 | 27,945 | 3.6 | 72,560 | 9.3 | | N/A |
| Vancouver | 1,362,445 | 100.0 | 692,040 | 50.8 | 32,030 | 2.4 | 230,840 | 16.9 | | N/A |

N/A not available

(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.

(2) Persons with disabilities (Limited at work) aged 15-64 years inclusive. The representation percentages are also based on total population aged 15-64 years inclusive.

Source: Unpublished data, Statistics Canada, 1986 Census of Canada, and The Health and Activity Limitation Survey

Prepared by: Technical Services Directorate, Employment Equity Branch
EMPLOYMENT AND IMMIGRATION CANADA

Table 2

| Geographic Areas | Women | | Aboriginal Peoples (1) | | Members of Visible Minorities | | (Limited At Work) Persons with Disabilities | |
|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % |
| **CANADA** | **12,653,550** | **100.0** | **711,725** | **100.0** | **1,577,710** | **100.0** | **1,255,160** | **100.0** |
| Newfoundland | 281,570 | 2.2 | 9,560 | 1.3 | 3,415 | 0.2 | 28,665 | 2.3 |
| Prince Edward Island | 62,820 | 0.5 | 1,285 | 0.2 | 1,295 | 0.1 | 6,085 | 0.5 |
| Nova Scotia | 437,350 | 3.5 | 14,225 | 2.0 | 24,390 | 1.5 | 55,830 | 4.4 |
| New Brunswick | 354,385 | 2.8 | 9,375 | 1.3 | 7,265 | 0.5 | 43,985 | 3.5 |
| Quebec | 3,285,025 | 26.0 | 80,945 | 11.4 | 224,775 | 14.2 | 294,050 | 23.4 |
| Ontario | 4,572,330 | 36.1 | 167,370 | 23.5 | 775,245 | 49.1 | 457,670 | 36.5 |
| Manitoba | 531,590 | 4.2 | 85,235 | 12.0 | 54,755 | 3.5 | 55,210 | 4.4 |
| Saskatchewan | 497,790 | 3.9 | 77,650 | 10.9 | 23,325 | 1.5 | 49,540 | 3.9 |
| Alberta | 1,159,865 | 9.2 | 103,930 | 14.6 | 166,670 | 10.6 | 110,580 | 8.8 |
| British Columbia | 1,435,360 | 11.3 | 126,625 | 17.8 | 294,885 | 18.7 | 151,375 | 12.1 |
| Yukon | 11,125 | 0.1 | 4,995 | 0.7 | 585 | — | 735 | 0.1 |
| Northwest Territories | 24,740 | 0.2 | 30,525 | 4.3 | 1,095 | 0.1 | 1,430 | 0.1 |
| Halifax | 149,545 | 1.2 | 3,920 | 0.6 | 15,030 | 1.0 | | N/A |
| Montreal | 1,489,030 | 11.8 | 22,700 | 3.2 | 204,740 | 13.0 | | N/A |
| Toronto | 1,734,710 | 13.7 | 32,955 | 4.6 | 586,495 | 37.2 | | N/A |
| Winnipeg | 317,925 | 2.5 | 28,320 | 4.0 | 49,530 | 3.1 | | N/A |
| Regina | 94,115 | 0.7 | 8,610 | 1.2 | 8,115 | 0.5 | | N/A |
| Calgary | 332,320 | 2.6 | 15,250 | 2.1 | 72,600 | 4.6 | | N/A |
| Edmonton | 388,505 | 3.1 | 27,945 | 3.9 | 72,560 | 4.6 | | N/A |
| Vancouver | 692,040 | 5.5 | 32,030 | 4.5 | 230,840 | 14.6 | | N/A |

N/A not available
(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.
(2) Persons with Disabilities (Limited at Work) aged 15-64 years inclusive.
Source: Unpublished data, Statistics Canada, 1986 Census of Canada, and The Health and Activity Limitation Survey.
Prepared by: Technical Services Directorate, Employment Equity Branch
EMPLOYMENT AND IMMIGRATION CANADA.

## AGE DISTRIBUTION OF DESIGNATED GROUPS IN CANADA (1986)



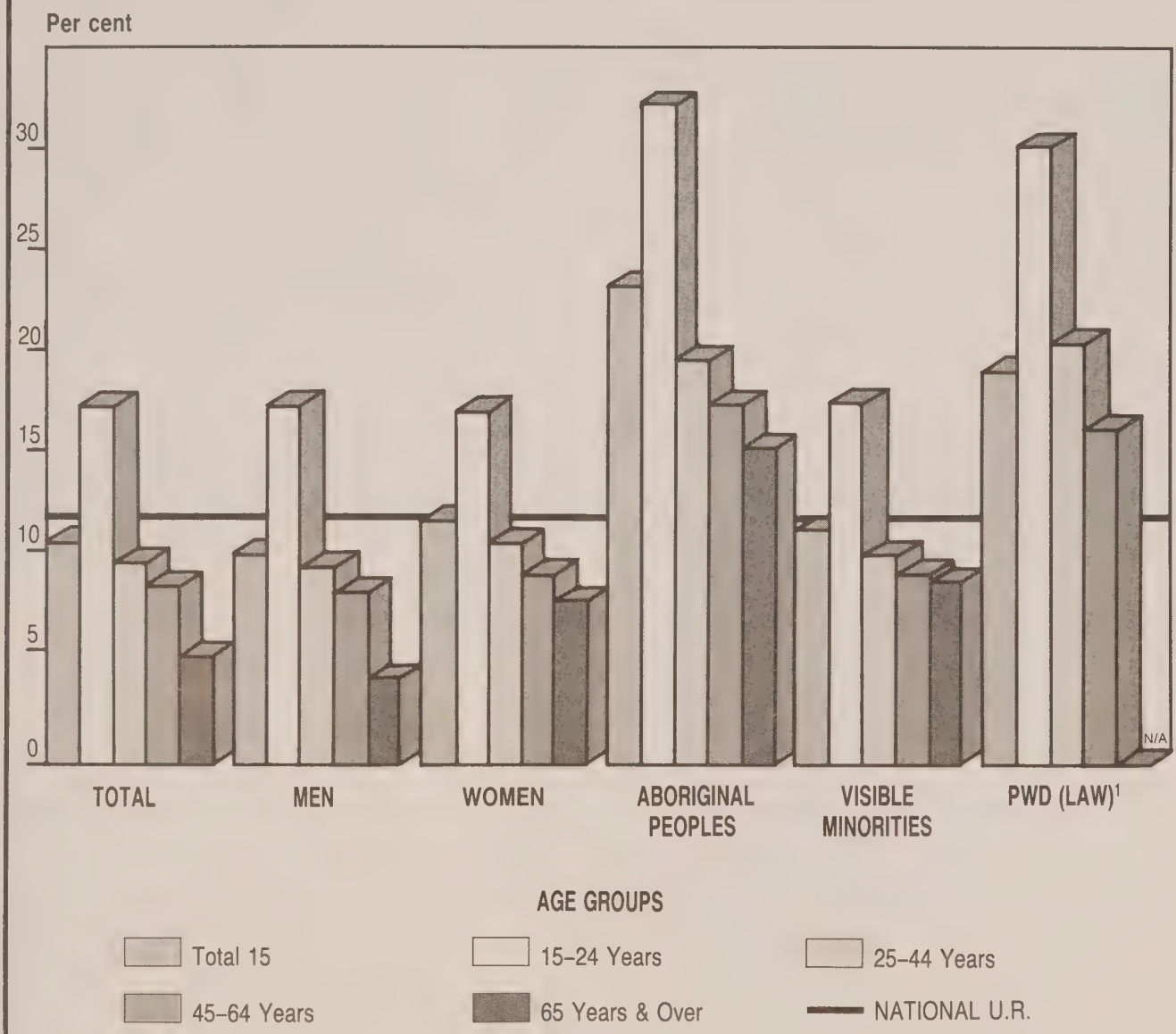

Prepared by: Technical Services Directorate
Source: Census of Canada, 1986 and HALS
1 & 2 — See Table 1 Footnotes 1 & 2

**Table 3**
**Participation Rate of Selected Designated Groups by Age**
**Canada, 1981 (3) and 1986**

| AGE GROUPS | 1981 (3) | 1986 |
|---|---|---|
| **Total 15 years and over** | | |
| Total | 64.8 | 66.5 |
| Aboriginal Peoples (1) | 50.4 | 60.3 |
| Visible Minorities | 72.5 | 72.1 |
| Persons with Disabilities (2) | 31.6 | 49.0 |
| **15-24 years** | | |
| Total | 65.5 | 67.8 |
| Aboriginal Peoples (1) | 43.8 | 52.2 |
| Visible Minorities | 59.8 | 61.0 |
| Persons with Disabilities | 53.3 | 54.3 |
| **25 years and over** | | |
| Total | 64.5 | 66.1 |
| Aboriginal Peoples (1) | 54.3 | 64.4 |
| Visible Minorities | 76.4 | 75.6 |
| Persons with Disabilities (2) | 30.0 | 48.3 |
| **25-44 years** | | |
| Total | 80.2 | 83.9 |
| Aboriginal Peoples (1) | 64.1 | 73.7 |
| Visible Minorities | 85.4 | 85.6 |
| Persons with Disabilities | 63.2 | 66.0 |
| **45-64 years** | | |
| Total | 65.6 | 65.7 |
| Aboriginal Peoples (1) | 46.4 | 53.3 |
| Visible Minorities | 71.4 | 73.5 |
| Persons with Disabilities | 38.1 | 36.8 |
| **65 years and over** | | |
| Total | 11.0 | 8.9 |
| Aboriginal Peoples (1) | 7.2 | 6.8 |
| Visible Minorities | 14.1 | 10.9 |
| Persons with Disabilities (2) | 4.2 | N/A |

(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.
(2) 1986, excludes persons 65 years and over.
(3) Data for persons with disabilities are from CHDS (1983-84)
Source: Unpublished data, Statistics Canada, 1981 and 1986 Census, Canadian Health and Disability Survey; and The Health and Activity Limitation Survey.
Prepared by: Technical Services, Employment Equity Branch
EMPLOYMENT AND IMMIGRATION CANADA

## UNEMPLOYMENT RATE BY AGE, CANADA (1986)




Prepared by: Technical Services Directorate
Source: Census of Canada, 1986 and HALS
1 — Persons with Disabilities (limited at Work) aged 15–64 yrs inclusive.

**Table 4**
**Population aged 15 years and over who worked in 1985 or 1986 by Employment Equity occupations groups and sex**
**(Census of Canada, 1986)**

| Occupational Group | Total, Men, Women | Men | Women | Aboriginal Peoples (1) | Members of Visible | (Limited At Work) Persons with Disabilities |
|---|---|---|---|---|---|---|
| All occupations | 13,857,775 | 7,759,600 | 6,098,175 | 294,425 | 872,695 | 752,990 |
| Upper-level Managers | 200,330 | 165,415 | 34,915 | 2,885 | 8,195 | 3,545 |
| Middle and Other Managers | 975,280 | 652,250 | 323,035 | 13,740 | 46,170 | 31,775 |
| Professionals | 1,667,195 | 778,695 | 888,495 | 23,265 | 118,995 | 52,305 |
| Semi-Professionals and Technicians | 635,760 | 314,415 | 321,340 | 14,355 | 39,640 | 32,055 |
| Supervisors | 336,915 | 175,365 | 161,550 | 5,265 | 25,210 | 21,185 |
| Formen/Women | 368,955 | 339,145 | 29,815 | 6,145 | 13,230 | 23,200 |
| Clerical Workers | 2,360,495 | 473,595 | 1,886,900 | 40,435 | 146,745 | 98,370 |
| Sales Workers | 1,067,655 | 555,500 | 512,155 | 15,120 | 54,275 | 51,680 |
| Service Workers | 1,382,455 | 534,675 | 847,785 | 38,995 | 115,395 | 88,715 |
| Skilled Crafts & Trades | 1,056,650 | 968,625 | 88,025 | 20,430 | 39,825 | 67,350 |
| Semi-skilled Manual Workers | 1,249,320 | 1,074,245 | 175,075 | 32,270 | 59,605 | 109,985 |
| Other Manual Workers | 2,060,760 | 1,459,365 | 601,390 | 61,965 | 163,730 | 150,095 |
| Occupation not stated | 496,000 | 268,310 | 227,690 | 19,545 | 41,685 | 22,730 |

(1) All 1986 Census figures exclude the population, estimated at about 45,000 persons, on 136 incompletely enumerated Indian reserves and settlements.
Source: Unpublished data, Statistics Canada, 1986 Census.
Prepared by: Technical Services, Employment Equity Branch
EMPLOYMENT AND IMMIGRATION CANADA.

# APPENDIX C

## Employers Subject to the Employment Equity Act

On June 1, 1989, federally regulated employers with 100 or more employees were required to file their second employment equity reports. There were 376 employers subject to the Act in 1988 and a total number of 374 reports were received.

The first part of the list indicates the names of the employers whose reports were received on or before June 1, 1989. The second part of the list gives the names of the employers whose reports were received after June 1, 1989.

All reports received are publicly available unless otherwise specified.

There are explanatory notes at the end of the list on particular cases.

## List of Employer Reports received on or before June 1, 1989

| | No. of Employees* |
|---|---|
| 161686 CANADA LIMITED | 219 |
| A.J. BUS LINES LTD. | 134 |
| A.W. FOSTER & SONS LTD. | 186 |
| ACL AUTOMOBILE CARRIERS LIMITED | 248 |
| AIR ALLIANCE INC. | 160 |
| AIR ATLANTIC LTD. | 292 |
| AIR ATONOBEE LTD. D.B.A. CITY EXPRESS | 845 |
| AIR CANADA | 22,178 |
| AIR FRANCE | 135 |
| AIR INUIT (1985) LTD. | 157 |
| AIR NOVA INC. | 281 |
| AIR ONTARIO INC. | 886 |
| AIR TRANSAT A.T. INC. | 186 |
| AIRBC LIMITED | 965 |
| ALBERTA WHEAT POOL | 1,650 |
| ALGOMA CENTRAL RAILWAY | 1,115 |
| ALLARCOM LIMITED | 238 |
| AMERICAN AIRLINES INC. | 211 |
| AMJ CAMPBELL VAN LINES INC. | 1,525 |
| AMOK LTD. | 262 |
| ARCTIC TRANSPORTATION LTD. | 71 |
| ARNOLD BROS. TRANSPORT LTD. | 432 |
| ARROW TRANSPORTATION SYSTEM INC. | 467 |
| ATOMIC ENERGY OF CANADA LIMITED | 4,425 |
| ATOMIC TRANSPORTATION SYSTEM INC. | 446 |
| AUTO HAULAWAY INC. | 731 |
| BANCA COMMERCIALE ITALIANA OF CANADA | 159 |
| BANK OF AMERICA CANADA | 418 |
| BANK OF CANADA | 2,673 |
| BANK OF CREDIT AND COMMERCE CANADA | 177 |
| BANK OF MONTREAL | 29,371 |
| BANK OF NOVA SCOTIA | 25,888 |
| BANQUE NATIONALE DE PARIS (CANADA) | 359 |
| BARCLAYS BANK OF CANADA | 335 |
| BEARSKIN LAKE AIR SERVICE LTD. | 145 |
| BELL CANADA | 56,017 |
| BELL CELLULAR INC. | 442 |
| BIG WHEELS TRANSPORT & LEASING LTD. | 133 |
| BOYD MOVING AND STORAGE LIMITED | 120 |
| BRADLEY AIR SERVICES LIMITED | 768 |
| BRINKS CANADA LIMITED | 1,397 |
| BRITISH AIRWAYS PLC | 198 |
| BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION | 4,858 |
| BRITISH COLUMBIA TELEPHONE COMPANY | 14,032 |
| BRITISH COLUMBIA TELEVISION BROADCASTING SYSTEM LTD. | 335 |
| BUCKERFIELD'S LIMITED | 119 |
| BURLINGTON AIR EXPRESS (CANADA) LTD. | 249 |
| BYERS TRANSPORT LIMITED | 492 |
| CABLECASTING LIMITED | 262 |
| CABLENET LIMITED | 354 |
| CALGARY TELEVISION LIMITED | 165 |
| CALM AIR INTERNATIONAL LTD. | 182 |

* According to Box 19 of Form 1 of the employers reports

| | No. of Employees* |
|---|---|
| CAMECO-A CANADIAN MINING ENERGY CORPORATION | 1,206 |
| CAN-TRUCK TRANSPORTATION LIMITED | 437 |
| CANADA 3000 AIRLINES LTD. | 152 |
| CANADA CARTAGE SYSTEM LTD. | 528 |
| CANADA COUNCIL | 226 |
| CANADA MARITIME AGENCIES LIMITED | 159 |
| CANADA MORTGAGE AND HOUSING CORPORATION | 3,057 |
| CANADA PORTS CORPORATION | 365 |
| CANADA POST CORPORATION | 66,162 |
| CANADA STEAMSHIP LINES INC. | 941 |
| CANADA STEVEDORING COMPANY LIMITED | 208 |
| CANADA TRANSPORT LIMITED | 266 |
| CANADIAN AIRLINES INTERNATIONAL LTD. | 15,476 |
| CANADIAN BANKERS' ASSOCIATION | 142 |
| CANADIAN BROADCASTING CORPORATION | 13,487 |
| CANADIAN FILM DEVELOPMENT CORPORATION | 136 |
| CANADIAN FREIGHTWAYS EASTERN LIMITED | 254 |
| CANADIAN FREIGHTWAYS LIMITED | 1,105 |
| CANADIAN IMPERIAL BANK OF COMMERCE | 41,698 |
| CANADIAN MOTORWAYS LTD. | 2,179 |
| CANADIAN NATIONAL RAILWAYS COMPANY | 37,983 |
| CANADIAN PACIFIC EXPRESS AND TRANSPORT LTD. | 7,494 |
| CANADIAN PACIFIC LIMITED | 411 |
| CANADIAN PRESS | 659 |
| CANADIAN SATELLITE COMMUNICATIONS INC. | 144 |
| CANADIAN WESTERN BANK | 109 |
| CANADIAN WHEAT BOARD | 457 |
| CANTEL INC. | 616 |
| CANWEST BROADCASTING LTD. | 128 |
| CAP COMMUNICATIONS, A DIVISION OF ELECTROHOME LIMITED | 312 |
| CAPE BRETON DEVELOPMENT CORPORATION | 3,346 |
| CARGILL LIMITED | 1,293 |
| CARLETON BUS LINES (ANTRIM) LIMITED | 151 |
| CAST NORTH AMERICA (1983) INC. | 127 |
| CFCF INC. | 835 |
| CFCN COMMUNICATIONS LIMITED | 325 |
| CFCN LTD. | 103 |
| CFPL BROADCASTING LIMITED | 265 |
| CFQC BROADCASTING | 139 |
| CFTO TV LIMITED | 617 |
| CHASE MANHATTAN BANK OF CANADA | 183 |
| CHEK-TV LIMITED | 133 |
| CHUM LIMITED | 1,991 |
| CITIBANK CANADA | 646 |
| CKCK BROADCASTING LIMITED PARTNERSHIP | 141 |
| CKNX BROADCASTING LIMITED | 111 |
| CKO INCORPORATED | 216 |
| CNCP TELECOMMUNICATIONS | 3,068 |
| CP RAIL-DIVISION CANADIAN PACIFIC LIMITED | 25,927 |
| CSP FOODS LTD. | 446 |
| CTV TELEVISION NETWORK LTD. | 430 |
| DAY & ROSS INC. | 1,718 |
| DEFENCE CONSTRUCTION (1951) LIMITED | 260 |
| DELTA AIR LINES INC. | 388 |
| DENISON MINES LIMITED | 1,977 |
| DHL INTERNATIONAL EXPRESS LTD. | 291 |
| ELDERS GRAIN COMPANY LTD. | 175 |
| EMERY AIR FREIGHT | 293 |
| EMPIRE STEVEDORING COMPANY LTD. | 275 |
| ENERCHEM TRANSPORT INC. | 145 |
| EXECAIRE INC. | 195 |
| EXECUTIVE SECURITY SERVICES LTD. | 147 |
| EXPORT DEVELOPMENT CORPORATION | 527 |
| FARM CREDIT CORPORATION | 693 |
| FEDERAL BUSINESS DEVELOPMENT BANK | 1,299 |
| FEDERAL EXPRESS CANADA LTD. | 1,119 |
| FEDNAV LIMITED | 144 |
| FEED-RITE LTD. | 143 |
| FIELD AVIATION COMPANY LIMITED | 532 |
| FREDERICK TRANSPORT LIMITED | 169 |
| FRESHWATER FISH MARKETING CORPORATION | 357 |
| FRONTENAC BROADCASTING COMPANY LTD. | 104 |
| FUNDY CABLE LTD. | 198 |
| GLOBAL COMMUNICATIONS LIMITED | 408 |
| GRAY COACH LINES LIMITED | 569 |
| GREAT LAKES PILOTAGE AUTHORITY, LTD. | 112 |
| GREY GOOSE BUS LINES (MANITOBA) LTD. | 243 |
| GREYHOUND LINES OF CANADA LTD. | 2,029 |
| GRIMSHAW TRUCKING AND DISTRIBUTING LTD. | 205 |
| GULF CANADA RESOURCES LIMITED | 219 |
| H & R TRANSPORT LIMITED | 172 |
| H.M. TRIMBLE & SONS (1983) LTD. | 251 |
| HARBOURFRONT CORPORATION | 323 |
| HOUSEHOLD MOVERS & SHIPPERS LIMITED | 190 |

| | No. of Employees* |
|---|---|
| HUDSON BAY MINING & SMELTING CO. LTD. | 2,225 |
| IMPERIAL OIL LIMITED | 202 |
| IMPERIAL ROADWAYS LTD. | 309 |
| INNOTECH AVIATION ENTERPRISES LIMITED | 482 |
| INTER-CITY TRUCK LINES (CANADA) INC. | 776 |
| INTERNATIONAL AIR TRANSPORT ASSOCIATION | 181 |
| INTERNATIONAL DEVELOPMENT RESEARCH CENTRE | 498 |
| INTERPROVINCIAL PIPE LINE COMPANY, A DIVISION OF INTERHOME ENERGY INC. | 706 |
| JOHN GRANT HAULAGE LIMITED | 141 |
| KAWARTHA BROADCASTING COMPANY LIMITED | 243 |
| KEY LAKE MINING CORPORATION | 464 |
| KEY RADIO LIMITED | 240 |
| KINDERSLEY TRANSPORT LTD. | 356 |
| KINGCOME NAVIGATION COMPANY LTD. | 157 |
| KINGSWAY TRANSPORTS LTD. | 2,401 |
| KLM ROYAL DUTCH AIRLINES | 264 |
| LAIDLAW CARRIERS INC. | 585 |
| LAKEHEAD FREIGHTWAYS LIMITED | 172 |
| LAURENTIAN BANK OF CANADA | 2,200 |
| LIGNES AERIENNES INTER-QUEBEC INC. | 382 |
| LLOYDS BANK CANADA | 1,585 |
| LOGISTEC CORPORATION | 167 |
| LOOMIS ARMORED CAR SERVICES LTD. | 838 |
| LUFTHANSA GERMAN AIRLINES | 159 |
| MACCOSHAM VAN LINES (CANADA) CO. LTD. | 425 |
| MACLEAN HUNTER CABLE TV, A DIVISION OF MACLEAN HUNTER LIMITED | 537 |
| MACLEAN HUNTER COMMUNICATIONS INC. | 263 |
| MANITOBA POOL ELEVATORS | 1,034 |
| MARINE ATLANTIC INC. | 3,136 |
| MARIS TRANSPORT LIMITED | 250 |
| MARITIME EMPLOYERS ASSOCIATION | 2,611 |
| MAYNE NICKLESS TRANSPORT INC. | 1,679 |
| MCCALLUM TRANSPORT INC. (QUEBEC) | 219 |
| MCCALLUM TRANSPORT INCORPORATED | 351 |
| MCKINLAY TRANSPORT LTD. | 345 |
| METROPOL AIRPORT SECURITY SERVICES | 774 |
| METROPOL SECURITY LTD. | 266 |
| MID-CANADA COMMUNICATIONS (CANADA) CORP. | 605 |
| MIDDLESEX LAMBTON COMMUNICATIONS CORPORATION | 106 |
| MIDLAND NEWFOUNDLAND LIMITED | 152 |
| MIDLAND TRANSPORT LIMITED | 1,223 |
| MISENER HOLDINGS LIMITED | 287 |
| MLM FLOUR PRODUCTS-A MEMBER OF MAPLE LEAF MILLS LIMITED | 603 |
| MOFFAT COMMUNICATIONS LIMITED | 445 |
| MONARCH BROADCASTING LTD. | 209 |
| MONTREAL PORT CORPORATION | 556 |
| MONTREAL SHIPPING INC. | 207 |
| MORGAN BANK OF CANADA | 146 |
| MULLEN TRUCKING LTD. | 278 |
| MULTILINGUAL TELEVISION (TORONTO) LIMITED | 220 |
| MUNICIPAL TANK LINES LIMITED | 283 |
| NATION'S CAPITAL TELEVISION INCORPORATED | 295 |
| NATIONAL ARTS CENTRE | 1,091 |
| NATIONAL BANK OF CANADA | 12,996 |
| NATIONAL CAPITAL COMMISSION | 1,238 |
| NATIONAL MOBILE RADIO COMMUNICATIONS INC. | 156 |
| NATIONAL PAGETTE LTD. | 1,524 |
| NESEL FAST FREIGHT INC. | 268 |
| NEWFOUNDLAND DOCKYARD CORPORATION | 387 |
| NIAGARA TELEVISION LIMITED | 213 |
| NOLISAIR INTERNATIONAL INCORPORE | 683 |
| NORCROS INDUSTRIES LIMITED | 228 |
| NORDION INTERNATIONAL INC. | 398 |
| NORTH AMERICAN VAN LINES CANADA LTD. | 406 |
| NORTHERN SALES CO. LTD. | 92 |
| NORTHERN TELECOM CANADA LIMITED | 701 |
| NORTHERN TELEPHONE LIMITED | 340 |
| NORTHUMBERLAND FERRIES LIMITED | 304 |
| NORTHWEST INDUSTRIES LIMITED | 376 |
| NORTHWESTEL INC. | 513 |
| OGILVIE MILLS LTD. | 993 |
| OKANAGAN HELICOPTERS LTD. | 636 |
| ONTARIO EXPRESS LTD. | 281 |
| OOCL (CANADA) INC. | 131 |
| OTTAWA CABLEVISION LIMITED | 199 |
| OTTAWA CARLETON REGIONAL TRANSIT COMMISSION | 2,163 |
| PACIFIC ELEVATORS LIMITED | 212 |
| PACIFIC WESTERN TRANSPORTATION LTD. | 103 |
| PARRISH & HEIMBECKER LIMITED | 1,081 |
| PEACE BRIDGE BROKERAGE LIMITED | 528 |
| PENETANG-MIDLAND COACH LINES LTD. | 404 |
| PENNER INTERNATIONAL INC. | 128 |
| PIONEER GRAIN COMPANY LIMITED | 547 |
| POLE STAR TRANSPORT INC. | 162 |
| PORTER TRUCKING LTD. | 162 |

| | No. of Employees* |
|---|---|
| PRAIRIE DRIVING SERVICES LTD. | 184 |
| PRINCE RUPERT GRAIN LTD. | 101 |
| PUROLATOR COURIER LTD. | 10,567 |
| QCTV LTD. | 195 |
| QUEBEC NORTH SHORE AND LABRADOR RAILWAY | 589 |
| QUEBECAIR-AIR QUEBEC INC. | 509 |
| R AND D MID-ISLE STEVEDORING LTD. | 12 |
| RADIO 1540 LIMITED | 156 |
| RADIO FUTURA LTEE. | 142 |
| RADIO NORD INC. | 221 |
| RAWLCO COMMUNICATIONS LTD. | 306 |
| REGINA CABLEVISION CO-OPERATIVE | 139 |
| REIMER EXPRESS LINES LTD. | 1,022 |
| REMPEL TRAIL TRANSPORTATION LTD. | 205 |
| REUTERS CANADA LTD. | 117 |
| RICHARDS TRANSPORT LTD. | 103 |
| RICHARDSON TERMINALS LIMITED | 120 |
| RIVTOW STRAITS LIMITED | 738 |
| ROBIN HOOD MULTIFOODS INC. | 597 |
| ROGERS BROADCASTING LIMITED | 116 |
| ROGERS CABLE TV LIMITED | 2,529 |
| ROWAN COMPANIES INC. | 128 |
| ROYAL BANK OF CANADA | 45,809 |
| ROYAL CANADIAN MINT | 841 |
| SASKATCHEWAN WHEAT POOL | 3,584 |
| SASKWEST TELEVISION INC. | 136 |
| SCARBORO MOVERS LIMITED | 131 |
| SEALAND HELICOPTERS LIMITED | 136 |
| SEASPAN INTERNATIONAL LTD. | 949 |
| SEDPEX INC. | 118 |
| SELKIRK BROACASTING LIMITED | 536 |
| SHAMROCK TELEVISION SYSTEM INC. | 190 |
| SHAW CABLESYSTEMS (ALBERTA) LTD. | 151 |
| SHAW CABLESYSTEMS (B.C.) LTD. | 199 |
| SHAW RADIO LTD. | 114 |
| SKYLINE CABLEVISION LIMITED | 141 |
| SMT (EASTERN) LIMITED | 160 |
| SOCANAV INC. | 378 |
| SOCIÉTÉ DU PORT DE MONTRÉAL | 556 |
| SOCIÉTÉ GÉNÉRALE (CANADA) | 113 |
| SOUNDAIR CORPORATION | 482 |
| SPORTS NETWORK | 131 |
| ST.LAWRENCE SEAWAY AUTHORITY | 1,275 |
| STANDARD CHARTERED BANK OF CANADA | 140 |
| STANDARD RADIO INC. | 352 |
| SUNWAPTA BROADCASTING LIMITED, A DIVISION OF ELECTROHOME LIMITED | 290 |
| SWISS BANK CORPORATION (CANADA) | 173 |
| TALLMAN TRANSPORTS LTD. | 206 |
| TANK TRUCK TRANSPORT LIMITED | 149 |
| TELE-METROPOLE INC. | 980 |
| TELEGLOBE CANADA INC. | 1,211 |
| TELEMEDIA COMMUNICATIONS INC. | 508 |
| TELEMEDIA COMMUNICATIONS ONTARIO INC. | 436 |
| TELESAT CANADA | 824 |
| TERRA NOVA TELECOMMUNICATIONS INC. | 451 |
| THERATRONICS INTERNATIONAL LTD. | 277 |
| THOMPSON'S TRANSFER CO. LIMITED | 374 |
| TIME AIR INC. | 1,081 |
| TIPPET RICHARDSON LIMITED | 534 |
| TNT CANADA INC. | 4,681 |
| TORONTO HARBOUR COMMISSIONERS | 238 |
| TORONTO HELICOPTERS LIMITED | 137 |
| TORONTO TERMINALS RAILWAY COMPANY | 172 |
| TORONTO-DOMINION BANK | 23,232 |
| TRANS MOUNTAIN PIPE LINE COMPANY LTD. | 224 |
| TRANS-NORTHERN PIPELINES INC. | 117 |
| TRANSCANADA PIPELINES LIMITED | 1,452 |
| TRANSPORT ROBERT (1973) LTEE. | 123 |
| TRANSPORT THIBODEAU INC. | 153 |
| TRANSPORTS PROVOST INC. | 889 |
| TRANSX LTD. | 310 |
| TRILINE EXPRESSWAYS LTD. | 141 |
| TRILLIUM CABLE COMMUNICATIONS LIMITED | 647 |
| TRIMAC TRANSPORTATION MANAGEMENT LTD. | 138 |
| UNION BANK OF SWITZERLAND (CANADA) | 111 |
| UNITED GRAIN GROWERS LIMITED | 1,565 |
| UNITED PARCEL SERVICES CANADA LIMITED | 2,731 |
| VANCOUVER PORT CORPORATION | 175 |
| VERREAULT NAVIGATION INC. | 120 |
| VIA RAIL CANADA INC. | 7,593 |
| VIKING HELICOPTERS LIMITED | 255 |
| VOYAGEUR COLONIAL LIMITED | 538 |
| VOYAGEUR INC. | 899 |
| W.J. MOWAT LIMITED | 857 |
| WARDAIR INTERNATIONAL LTD. | 5,975 |
| WESTCOAST ENERGY INC. | 914 |
| WESTCOM RADIO GROUP LTD. | 447 |
| WESTERN APPROACHES LIMITED | 270 |
| WESTERN CABLESYSTEMS LTD. | 154 |
| WESTERN CARTAGE AND STORAGE (1962) LTD. | 362 |
| WESTERN MANITOBA BROADCASTERS LIMITED | 176 |

| | No. of Employees* |
|---|---|
| WESTERN STEVEDORING COMPANY LIMITED | 142 |
| WESTSHORE TERMINALS LTD. | 200 |
| WHITE PASS SYSTEMS LTD. | 108 |
| WHITE PASS TRANSPORTATION LIMITED | 102 |
| WILLIAMS MOVING & STORAGE (B.C.) LTD. | 316 |
| WINNIPEG VIDEON INCORPORATED | 126 |
| WORLDWAYS CANADA LTD. | 763 |
| YELLOW FREIGHT SYSTEM OF ONTARIO INC. | 311 |
| YUKON ALASKA TRANSPORT LTD./ALASKA WEST EXPRESS INC. | 173 |
| ZIRCATEC PRECISION INDUSTRIES INC. | 194 |

## List of Employer Reports received on or before June 1, 1989

| | No. of Employees* |
|---|---|
| ACL CANADA INC. | 135 |
| AEROSERVICES J.T. INC. | 274 |
| ALCAN SMELTERS AND CHEMICALS LIMITED | 380 |
| AMR GROUND HANDLING SERVICES | 146 |
| ARMADALE COMMUNICATIONS LTD. | 258 |
| ATLANTIC TOWING LTD. | 244 |
| BILL THOMPSON TRANSPORT LIMITED | 595 |
| BURLINGTON NORTHERN RAILROAD | 123 |
| CABANO EXPEDITEX | 2,353 |
| CANADA MESSENGER & TRANSPORTATION SYSTEMS INC. | 215 |
| CATHAY PACIFIC AIRWAYS LIMITED | 118 |
| COMMISSION DE TRANSPORT DE LA COMMUNAUTE REGIONALE DE L'OUTAOUAIS | 410 |
| CONAIR AVIATION LTD. | 466 |
| CSX TRANSPORTATION INC. | 190 |
| EASTERN AIR LINES INC. | 326 |
| ERB TRANSPORT LIMITED | 878 |
| G.M. ARMOUR & SON LTD | 217 |
| G.T.L. TRANSPORT INC. | 778 |
| GLOBAL EXPRESS INC. | 73 |
| GREY GOOSE BUS LINES (ALBERTA), A DIVISION OF GREY GOOSE CORPORATION LIMITED | 68 |
| HENDRIE TRANSPORTATION INC. | 253 |
| HONGKONG BANK OF CANADA | 2,246 |
| HUDSON GENERAL AVIATION SERVICES (CALGARY) INC. | 167 |
| HUDSON GENERAL AVIATION SERVICES (TORONTO) INC. | 631 |
| HUDSON GENERAL AVIATION SERVICES INC. | 115 |
| J.I. DENURE (CHATHAM) LIMITED | 491 |
| JIM PATTISON INDUSTRIES LTD. | 154 |
| KENT LINE LIMITED | 325 |
| KLEYSEN TRANSPORT LTD. | 814 |
| LIQUID CARGO LINES LIMITED | 140 |
| MARITIME ONTARIO FREIGHT LINES LTD. | 180 |
| MASTERFEEDS (A MEMBER OF MAPLE LEAF MILLS LTD.) | 202 |
| MCL MOTOR CARRIERS LIMITED | 217 |
| MURRAY HILL LIMOUSINE SERVICE LTD. | 376 |
| N.M. PATERSON & SONS LIMITED | 409 |
| NATIONAL BANK OF GREECE (CANADA) | 116 |
| NORTHERN CABLE SERVICES LIMITED | 160 |
| NORTHERN TRANSPORTATION COMPANY LIMITED | 329 |
| NORTHWEST TERRITORIAL AIRWAYS LTD. | 0 |
| PATHONIC NETWORK INC. | 400 |
| PAUL'S HAULING LTD. | 354 |
| RADIOMUTUEL INC. | 437 |
| RIO ALGOM LIMITED | 2,588 |
| SASKATOON TELECABLE LTD. | 229 |
| SLACK TRANSPORT LIMITED | 189 |
| TAGGART SERVICES LIMITED | 417 |
| THIBODEAU-FINCH EXPRESS INC. | 838 |
| TORONTO AIRWAYS LIMITED | 237 |
| TRANSPORT DESGAGNES INC. | 138 |
| TRANSPORT GUILBAULT INC. | 140 |
| ULS CORPORATION INC. | 607 |
| VAN-KAM FREIGHTWAYS LTD. | 156 |
| VIDEOTRON LTD. | 1,470 |
| WESTCAN BULK TRANSPORT LTD. | 552 |

Explanatory Notes

1. Reports not received due to extraordinary circumstances. Employers committed to filing report in November:

   DICOM DIRECT COMMUNICATIONS CANADA LTD.
   KABE INTERNATIONAL TRANSPORT LTD.

2. Reports received but not included in the analysis due to substantial errors:

   PUROLATOR COURIER LTD. **
   EASTERN AIR LINES INC.

3. Amendments received too late for inclusion in the analysis:

   AMERICAN AIRLINES INC. ***
   CALGARY TELEVISION LIMITED
   CAN-TRUCK TRANSPORTATION LIMITED ***
   CANADA MORTGAGE AND HOUSING CORPORATION
   CANADA TRANSPORT LIMITED ***
   CANADA CARTAGE SYSTEM LTD.
   CKO INCORPORATED
   DAY & ROSS INC. ***
   DELTA AIR LINES INC.
   EMPIRE STEVEDORING COMPANY LTD.
   ENERCHEM TRANSPORT INC.
   EXECAIRE INC. ***
   GLOBAL COMMUNICATIONS LIMITED
   INTER-CITY TRUCK LINES (CANADA) INC.
   LUFTHANSA GERMAN AIRLINES
   NATIONAL BANK OF CANADA ***
   REIMER EXPRESS LINES LTD.
   REMPEL TRAIL TRANSPORTATION LTD.
   REUTERS CANADA LTD.
   SCARBORO MOVERS LIMITED
   TRANSPORT DESGAGNES INC.
   WILLIAMS MOVING & STORAGE (B.C.) LTD. ***

4. Report not complete: Further discussions are required to resolve problems:

   ZIRCATEC PRECISION INDUSTRIES INC.

5. The employer was found not to be subject to the Act after the report was already included in the analysis. The actual report has been returned to the employer.

   NORTHERN SALES CO. LTD.

6. Reports received but not published:

   EASTERN AIR LINES INC.
   NORTHERN SALES CO. LTD.

** Corrected report received and published.
*** Reports were published without the latest amendments.

EMPIRE STEVEDORING COMPANY LTD.
ENERCHEM TRANSPORT INC.
ENTREPRISE DE DEMENAGEMENT ET D'ENTREPOSAGE WILLIAMS (C.B.) LTEE. ***
EXECAIRE INC. ***
GLOBAL COMMUNICATIONS LIMITED
LUFTHANSA GERMAN AIRLINES
REIMER EXPRESS LTEE.
REMPEL TRAIL TRANSPORTATION LTD.
REUTERS CANADA LTD.
SCARBORO MOVERS LIMITED
SOCIETE CANADIENNE D'HYPOTHEQUES ET DE LOGEMENT
TRANSPORT DESGAGNES INC.

4. Rapport incomplet, des discussions étant nécessaires pour résoudre certains problèmes :

   ZIRCATEC PRECISION INDUSTRIES INC.

5. Il a été déterminé que l'employeur n'était pas assujetti à la Loi suite à la consolidation du rapport. Le rapport déposé par l'employeur lui a été retourné :

   NORTHERN SALES CO. LTD.

6. Rapports reçus mais non publiés :

   EASTERN AIR LINES INC.
   NORTHERN SALES CO. LTD

| | Nombre de salariés* |
|---|---|
| BILL THOMPSON TRANSPORT LIMITED | 595 |
| BURLINGTON NORTHERN RAILROAD | 123 |
| CABANO EXPEDITEX | 2 353 |
| CANADA MESSENGER & TRANSPORTATION SYSTEMS INC. | 215 |
| CATHAY PACIFIC AIRWAYS LIMITED | 118 |
| COMMISSION DE TRANSPORT DE LA COMMUNAUTE REGIONALE DE L'OUTAOUAIS | 410 |
| CONAIR AVIATION LTD. | 466 |
| CSX TRANSPORTATION INC. | 190 |
| EASTERN AIR LINES INC. | 326 |
| ERB TRANSPORT LIMITED | 878 |
| G.M. ARMOUR & SON LTD | 217 |
| GREY GOOSE BUS LINES (ALBERTA), A DIVISION OF GREY GOOSE CORPORATION LIMITED | 68 |
| HENDRIE TRANSPORTATION INC. | 253 |
| HUDSON GENERAL AVIATION SERVICES (CALGARY) INC. | 167 |
| HUDSON GENERAL AVIATION SERVICES INC. | 115 |
| INDUSTRIES JIM PATTISON LTEE | 154 |
| J.I. DENURE (CHATHAM) LIMITED | 491 |
| KENT LINE LIMITED | 325 |
| LIQUID CARGO LINES LIMITED | 140 |
| MARITIME ONTARIO FREIGHT LINES LTD. | 180 |
| MASTERFEEDS (A MEMBER OF MAPLE LEAF MILLS LTD.) | 202 |
| MCL MOTOR CARRIERS LIMITED | 217 |
| MESSAGERIES GLOBAL INC. | 73 |
| N.M. PATERSON & SONS LIMITED | 409 |
| NORTHERN CABLE SERVICES LIMITED | 160 |
| NORTHERN TRANSPORTATION COMPANY LIMITED | 329 |
| NORTHWEST TERRITORIAL AIRWAYS LTD. | 0 |
| PAUL'S HAULING LTD. | 354 |
| RADIOMUTUEL INC. | 437 |
| RESEAU PATHONIC INC. | 400 |
| RIO ALGOM LIMITED | 2 588 |
| SASKATOON TELECABLE LTD. | 229 |
| SERVICE DE LIMOUSINE MURRAY HILL LTEE. | 376 |
| SERVICES D'AVIATION GENERAL HUDSON (TORONTO) INCORPOREE | 631 |
| SLACK TRANSPORT LIMITED | 189 |
| SOCIETE D'ELECTROLYSE ET DE CHIMIE ALCAN | 380 |
| TAGGART SERVICES LIMITED | 417 |
| THIBODEAU-FINCH EXPRESS INC. | 838 |
| TORONTO AIRWAYS LIMITED | 237 |
| TRANSPORT DESGAGNES INC. | 138 |
| TRANSPORT G.T.L. INC. | 778 |
| TRANSPORT GUILBAULT INC. | 140 |
| TRANSPORT KLEYSEN LTEE. | 814 |
| ULS CORPORATION INC. | 607 |
| VAN-KAM FREIGHTWAYS LTD. | 156 |
| VIDEOTRON LTEE. | 1 470 |
| WESTCAN BULK TRANSPORT LTD. | 552 |

**Notes explicatives**

1. Rapports non déposés en raison de circonstances exceptionnelles. Les employeurs ci-dessous se sont engagés à soumettre leur rapport en novembre :

   DICOM COMMUNICATIONS DIRECTES CANADA LTEE.
   KABE INTERNATIONAL TRANSPORT LTD.

2. Rapports reçus mais non inclus dans l'analyse en raison d'erreurs importantes :

   PUROLATOR COURRIER LIMITEE **
   EASTERN AIR LINES INC.

3. Corrections reçues trop tard pour être incluses dans l'analyse :

   AMERICAN AIRLINES INC. ***
   BANQUE NATIONALE DU CANADA ***
   CALGARY TELEVISION LIMITED
   CAMIONNAGE INTER-CITY (CANADA) INC.
   CAN-TRUCK TRANSPORTATION LIMITED ***
   CANADA CARTAGE SYSTEM LTD.
   CANADA TRANSPORT LIMITED ***
   CKO INCORPORATED
   DAY & ROSS INC. ***
   DELTA AIR LINES INC.

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** Le rapport corrigé a été reçu et publié.

*** Les rapports ont été publiés sans les dernières corrections.

| | Nombre de salariés* |
|---|---|
| TANK TRUCK TRANSPORT LIMITED | 149 |
| TELE-METROPOLE INC. | 980 |
| TELECOMMUNICATIONS TERRA NOVA INC. | 451 |
| TELEGLOBE CANADA INC. | 1 211 |
| TELEMEDIA COMMUNICATIONS INC. | 508 |
| TELEMEDIA COMMUNICATIONS ONTARIO INC. | 436 |
| TELESAT CANADA | 824 |
| THERATRONICS INTERNATIONAL LIMITEE | 277 |
| THOMPSON'S TRANSFER CO. LIMITED | 374 |
| TIME AIR INC. | 1 081 |
| TIPPET RICHARDSON LIMITED | 534 |
| TNT CANADA INC. | 4 681 |
| TORONTO HARBOUR COMMISSIONERS | 238 |
| TORONTO HELICOPTERS LIMITED | 137 |
| TORONTO TERMINALS RAILWAY COMPANY | 172 |
| TRANS MOUNTAIN PIPE LINE COMPANY LTD. | 224 |
| TRANSCANADA PIPELINES LIMITED | 1 452 |
| TRANSPORT MCCALLUM (QUEBEC) INC. | 219 |
| TRANSPORT MIDLAND LTEE | 1 223 |
| TRANSPORT RAPIDE INTERNATIONAL DHL LTEE. | 291 |
| TRANSPORT ROBERT (1973) LTEE. | 123 |
| TRANSPORT THIBODEAU INC. | 153 |
| TRANSPORTS KINGSWAY LTEE. | 2 401 |
| TRANSPORTS MAYNE NICKLESS INC. | 1 679 |
| TRANSPORTS PROVOST INC. | 889 |
| TRANSX LTD. | 310 |
| TRILINE EXPRESSWAYS LTD. | 141 |
| TRILLIUM CABLE COMMUNICATIONS LIMITED | 647 |
| TRIMAC TRANSPORTATION MANAGEMENT LTD. | 138 |
| UNION DE BANQUES SUISSES (CANADA) | 111 |
| UNITED GRAIN GROWERS LIMITED | 1 565 |
| UNITED PARCEL SERVICES DU CANADA LTEE. | 2 731 |
| VERREAULT NAVIGATION INC. | 120 |
| VIA RAIL CANADA INC. | 7 593 |
| VOYAGEUR COLONIAL LIMITED | 538 |
| VOYAGEUR INC. | 899 |
| W.J. MOWAT LIMITED | 857 |
| WARDAIR INTERNATIONAL LTD. | 5 975 |
| WESTCOAST ENERGY INC. | 914 |
| WESTCOM RADIO GROUP LTD. | 447 |
| WESTERN APPROACHES LIMITED | 270 |
| WESTERN CABLESYSTEMS LTD. | 154 |
| WESTERN CARTAGE AND STORAGE (1962) LTD. | 362 |
| WESTERN MANITOBA BROADCASTERS LIMITED | 176 |
| WESTERN STEVEDORING COMPANY LIMITED | 142 |
| WESTSHORE TERMINALS LTD. | 200 |
| WHITE PASS SYSTEMS LTD. | 108 |
| WHITE PASS TRANSPORTATION LIMITED | 102 |
| WINNIPEG VIDEON INCORPORATED | 126 |
| WORLDWAYS CANADA LTD. | 763 |
| YELLOW FREIGHT SYSTEM OF ONTARIO INC. | 311 |
| YUKON ALASKA TRANSPORT LTD./ALASKA WEST EXPRESS INC. | 173 |
| ZIRCATEC PRECISION INDUSTRIES INC. | 194 |

## Liste des employeurs qui ont déposé un rapport après le 1er juin 1989

| | Nombre de salariés* |
|---|---|
| ACL CANADA INC. | 135 |
| AEROSERVICES J.T. INC. | 274 |
| AMR GROUND HANDLING SERVICES | 146 |
| ARMADALE COMMUNICATIONS LTD. | 258 |
| ATLANTIC TOWING LTD. | 244 |
| BANQUE HONGKONG DU CANADA | 2 246 |
| BANQUE NATIONALE DE GRECE (CANADA) | 116 |

| | Nombre de salariés* |
|---|---|
| NATIONAL MOBILE RADIO COMMUNICATIONS INC. | 156 |
| NATIONAL PAGETTE LTD. | 1 524 |
| NESEL FAST FREIGHT INC. | 268 |
| NIAGARA TELEVISION LIMITED | 213 |
| NOLISAIR INTERNATIONAL INCORPORE | 683 |
| NORCROS INDUSTRIES LIMITED | 228 |
| NORDION INTERNATIONAL INC. | 398 |
| NORDAIR INC. | 513 |
| NORTH AMERICAN VAN LINES CANADA LTD. | 406 |
| NORTHERN SALES CO. LTD. | 92 |
| NORTHERN TELECOM CANADA LIMITEE | 701 |
| NORTHERN TELEPHONE LIMITED | 340 |
| NORTHUMBERLAND FERRIES LIMITED | 304 |
| NORTHWEST INDUSTRIES LIMITED | 376 |
| OFFICE DE COMMERCIALISATION DU POISSON D'EAU DOUCE | 357 |
| OKANAGAN HELICOPTERS LTD. | 636 |
| ONTARIO EXPRESS LTD. | 281 |
| OOCL (CANADA) INC. | 131 |
| OTTAWA CABLEVISION LIMITED | 199 |
| PACIFIC ELEVATORS LIMITED | 212 |
| PACIFIC WESTERN TRANSPORTATION LTD. | 103 |
| PARRISH & HEIMBECKER LIMITEE | 1 081 |
| PENETANG-MIDLAND COACH LINES LTD. | 404 |
| PENNER INTERNATIONAL INC. | 128 |
| PIONEER GRAIN COMPANY LIMITED | 547 |
| PIPELINES TRANS-NORD INC. | 117 |
| POLE STAR TRANSPORT INC. | 162 |
| PORTER TRUCKING LTD. | 162 |
| PRAIRIE DRIVING SERVICES LTD. | 184 |
| PRESSE CANADIENNE | 659 |
| PRINCE RUPERT GRAIN LTD. | 101 |
| PUROLATOR COURRIER LIMITEE | 10 567 |
| QCTV LTD. | 195 |
| QUEBECAIR-AIR QUEBEC INC. | 509 |
| R AND D MID-ISLE STEVEDORING LTD. | 12 |
| RADIO 1540 LIMITED | 156 |
| RADIO FUTURA LTEE. | 142 |
| RADIO NORD INC. | 221 |
| RAWLCO COMMUNICATIONS LTD. | 306 |
| REGINA CABLEVISION CO-OPERATIVE | 139 |
| REIMER EXPRESS LTEE. | 1 022 |
| REMPEL TRAIL TRANSPORTATION LTD. | 205 |
| RESSOURCES GULF CANADA LIMITEE | 219 |
| REUTERS CANADA LTD. | 117 |
| RICHARDS TRANSPORT LTD. | 103 |
| RICHARDSON TERMINALS LIMITED | 120 |
| RIVTOW STRAITS LIMITED | 738 |
| ROBIN HOOD MULTIFOODS INC. | 597 |
| ROGERS BROADCASTING LIMITED | 116 |
| ROGERS CABLE TV LIMITED | 2 529 |
| ROWAN COMPANIES INC. | 128 |
| SASKATCHEWAN WHEAT POOL | 3 584 |
| SASKWEST TELEVISION INC. | 136 |
| SCARBORO MOVERS LIMITED | 131 |
| SEALAND HELICOPTERS LIMITED | 136 |
| SEASPAN INTERNATIONAL LTD. | 949 |
| SECURITE METROPOL LTEE. | 266 |
| SEDPEX INC. | 118 |
| SELKIRK BROACASTING LIMITED | 536 |
| SERVICE DE SECURITE AEROPORT METROPOL | 774 |
| SHAMROCK TELEVISION SYSTEM INC. | 190 |
| SHAW CABLESYSTEMS (ALBERTA) LTD. | 151 |
| SHAW CABLESYSTEMS (B.C.) LTD. | 199 |
| SHAW RADIO LTD. | 114 |
| SKYLINE CABLEVISION LIMITED | 141 |
| SMT (EASTERN) LIMITED | 160 |
| SOCANAV INC. | 378 |
| SOCIETE CANADIENNE D'HYPOTHEQUES ET DE LOGEMENT | 3 057 |
| SOCIETE CANADIENNE DES PORTS | 365 |
| SOCIETE CANADIENNE DES POSTES | 66 162 |
| SOCIETE DE BANQUE SUISSE (CANADA) | 173 |
| SOCIETE DE DEVELOPPEMENT DE L'INDUSTRIE CINEMATOGRAPHIQUE CANADIENNE | 136 |
| SOCIETE DE DEVELOPPEMENT DU CAP-BRETON | 3 346 |
| SOCIETE DU CREDIT AGRICOLE | 693 |
| SOCIETE DU PORT DE MONTREAL | 556 |
| SOCIETE DU PORT DE VANCOUVER | 175 |
| SOCIETE GENERALE (CANADA) | 113 |
| SOCIETE POUR L'EXPANSION DES EXPORTATIONS | 527 |
| SOCIETE RADIO-CANADA | 13 487 |
| SOUNDAIR CORPORATION | 482 |
| SPORTS NETWORK | 131 |
| STANDARD RADIO INC. | 352 |
| SUNWAPTA BROADCASTING LIMITED, A DIVISION OF ELECTROHOME LIMITED | 290 |
| TALLMAN TRANSPORTS LTD. | 206 |

| | Nombre de salariés* |
|---|---|
| CONSEIL DES ARTS DU CANADA | 226 |
| CONSTRUCTION DE DEFENSE (1951) LIMITEE | 260 |
| COURTAGE PEACE BRIDGE LIMITEE | 528 |
| CP RAIL-DIVISION CANADIAN PACIFIC LIMITED | 25 927 |
| CSP FOODS LTD. | 446 |
| CTV TELEVISION NETWORK LTD. | 430 |
| DAY & ROSS INC. | 1 718 |
| DELTA AIR LINES INC. | 388 |
| DENISON MINES LIMITED | 1 977 |
| ELDERS GRAIN COMPANY LTD. | 175 |
| EMERY AIR FREIGHT | 293 |
| EMPIRE STEVEDORING COMPANY LTD. | 275 |
| ENERCHEM TRANSPORT INC. | 145 |
| ENERGIE ATOMIQUE DU CANADA LIMITEE | 4 425 |
| ENTREPRISE DE DEMENAGEMENT ET D'ENTREPOSAGE WILLIAMS (C.B.) LTEE. | 316 |
| ENTREPRISES INNOTECH AVIATION LIMITEE | 482 |
| EXECAIRE INC. | 195 |
| EXECUTIVE SECURITY SERVICES LTD. | 147 |
| FEDERAL EXPRESS CANADA LTEE. | 1 119 |
| FEDNAV LIMITEE | 144 |
| FEED-RITE LTD. | 143 |
| FIELD AVIATION COMPANY LIMITED | 532 |
| FREDERICK TRANSPORT LIMITED | 169 |
| FRERES ARNOLD TRANSPORT LTEE. | 432 |
| FRONTENAC BROADCASTING COMPANY LTD. | 104 |
| FUNDY CABLE LTEE. | 198 |
| GLOBAL COMMUNICATIONS LIMITED | 408 |
| GRAY COACH LINES LIMITED | 569 |
| GREY GOOSE BUS LINES (MANITOBA) LTD. | 243 |
| GREYHOUND LINES OF CANADA LTD. | 2 029 |
| GRIMSHAW TRUCKING AND DISTRIBUTING LTD. | 205 |
| GROUPE CSL INC. | 941 |
| H & R TRANSPORT LIMITED | 172 |
| H.M. TRIMBLE & SONS (1983) LTD. | 251 |
| HARBOURFRONT CORPORATION | 323 |
| HELICOPTERES VIKING LIMITEE | 255 |
| HOUSEHOLD MOVERS & SHIPPERS LIMITED | 190 |
| IMPERIAL ROADWAYS LTEE. | 309 |
| JOHN GRANT HAULAGE LIMITED | 141 |
| KAWARTHA BROADCASTING COMPANY LIMITED | 243 |
| KEY LAKE MINING CORPORATION | 464 |
| KEY RADIO LIMITED | 240 |
| KINDERSLEY TRANSPORT LTD. | 356 |
| KINGCOME NAVIGATION COMPANY LTD. | 157 |
| KLM LIGNES AERIENNES NEERLANDAISES | 264 |
| LAIDLAW CARRIERS INC. | 585 |
| LAKEHEAD FREIGHTWAYS LIMITED | 172 |
| LIGNES AERIENNES CANADA 3000 LIMITEE | 152 |
| LIGNES AERIENNES CANADIEN INTERNATIONAL | 15 476 |
| LIGNES AERIENNES INTER-QUEBEC INC. | 382 |
| LOGISTEC CORPORATION | 167 |
| LUFTHANSA GERMAN AIRLINES | 159 |
| MACCOSHAM VAN LINES (CANADA) CO. LTD. | 425 |
| MACLEAN HUNTER CABLE TV, A DIVISION OF MACLEAN HUNTER LIMITED | 537 |
| MANITOBA POOL ELEVATORS | 1 034 |
| MARINE ATLANTIC S.C.C. | 3 136 |
| MARIS TRANSPORT LIMITED | 250 |
| MCCALLUM TRANSPORT INCORPORATED | 351 |
| MCKINLAY TRANSPORT LTD. | 345 |
| MID-CANADA COMMUNICATIONS (CANADA) CORP. | 605 |
| MIDDLESEX LAMBTON COMMUNICATIONS CORPORATION | 106 |
| MIDLAND NEWFOUNDLAND LIMITED | 152 |
| MINOTERIES OGILVIE LIMITEE | 993 |
| MISENER HOLDINGS LIMITED | 287 |
| MLM FLOUR PRODUCTS-A MEMBER OF MAPLE LEAF MILLS LIMITED | 603 |
| MOFFAT COMMUNICATIONS LIMITED | 445 |
| MONARCH BROADCASTING LTD. | 209 |
| MONNAIE ROYALE CANADIENNE | 841 |
| MONTREAL SHIPPING INC. | 207 |
| MULLEN TRUCKING LTD. | 278 |
| MULTILINGUAL TELEVISION (TORONTO) LIMITED | 220 |
| MUNICIPAL TANK LINES LIMITED | 283 |
| NATION'S CAPITAL TELEVISION INCORPORATED | 295 |

| | Nombre de salariés* |
|---|---|
| BANQUE FEDERALE DE DEVELOPPEMENT | 1 299 |
| BANQUE LAURENTIENNE DU CANADA | 2 200 |
| BANQUE LLOYDS DU CANADA | 1 585 |
| BANQUE MORGAN DU CANADA | 146 |
| BANQUE NATIONALE DE PARIS (CANADA) | 359 |
| BANQUE NATIONALE DU CANADA | 12 996 |
| BANQUE ROYALE DU CANADA | 45 809 |
| BANQUE STANDARD CHARTERED DU CANADA | 140 |
| BANQUE TORONTO-DOMINION | 23 232 |
| BEARSKIN LAKE AIR SERVICE LTD. | 145 |
| BELL CANADA | 56 017 |
| BELL CELLULAIRE INC. | 442 |
| BIG WHEELS TRANSPORT & LEASING LTD. | 133 |
| BLINDES LOOMIS LTEE | 838 |
| BOYD MOVING AND STORAGE LIMITED | 120 |
| BRADLEY AIR SERVICES LIMITED | 768 |
| BRINKS CANADA LIMITEE | 1 397 |
| BRITISH AIRWAYS PLC | 198 |
| BRITISH COLUMBIA TELEVISION BROADCASTING SYSTEM LTD. | 335 |
| BUCKERFIELD'S LIMITED | 119 |
| BURLINGTON AIR EXPRESS (CANADA) LTD. | 249 |
| BYERS TRANSPORT LIMITED | 492 |
| CABLECASTING LIMITED | 262 |
| CABLENET LIMITED | 354 |
| CALGARY TELEVISION LIMITED | 165 |
| CALM AIR INTERNATIONAL LTD. | 182 |
| CAMECO-CORPORATION CANADIENNE D'ENERGIE ET D'EXPLOITATION MINIERE | 1 206 |
| CAMIONNAGE INTER-CITY (CANADA) INC. | 776 |
| CAN-TRUCK TRANSPORTATION LIMITED | 437 |
| CANADA CARTAGE SYSTEM LTD. | 528 |
| CANADA STEVEDORING COMPANY LIMITED | 208 |
| CANADA TRANSPORT LIMITED | 266 |
| CANADIAN FREIGHTWAYS EASTERN LIMITED | 254 |
| CANADIAN FREIGHTWAYS LIMITED | 1 105 |
| CANADIAN MOTORWAYS LTD. | 2 179 |
| CANADIAN PACIFIC EXPRESS AND TRANSPORT LTD. | 7 494 |
| CANADIEN PACIFIQUE LIMITEE | 411 |
| CANTEL INC. | 616 |
| CANWEST BROADCASTING LTD. | 128 |
| CAP COMMUNICATIONS, A DIVISION OF ELECTROHOME LIMITED | 312 |
| CARGILL LIMITEE | 1 293 |
| CARLETON BUS LINES (ANTRIM) LIMITED | 151 |
| CAST AMERIQUE DU NORD (1983) INC. | 127 |
| CENTRE DE RECHERCHE POUR LE DEVELOPPEMENT INTERNATIONAL | 498 |
| CENTRE NATIONAL DES ARTS | 1 091 |
| CFCF INC. | 835 |
| CFCN COMMUNICATIONS LIMITED | 325 |
| CFCN LTD. | 103 |
| CFPL BROADCASTING LIMITED | 265 |
| CFQC BROADCASTING | 139 |
| CFTO TV LIMITED | 617 |
| CHEK-TV LIMITED | 133 |
| CHEMIN DE FER QNS&L | 589 |
| CHUM LIMITED | 1 991 |
| CITE EXPRESS | 845 |
| CITIBANQUE CANADA | 646 |
| CKCK BROADCASTING LIMITED PARTNERSHIP | 141 |
| CKNX BROADCASTING LIMITED | 111 |
| CKO INCORPORATED | 216 |
| CNCP TELECOMMUNICATIONS | 3 068 |
| COMMISSION CANADIENNE DU BLE | 457 |
| COMMISSION DE LA CAPITALE NATIONALE | 1 238 |
| COMMISSION DE TRANSPORT REGIONALE D'OTTAWA-CARLETON | 2 163 |
| COMMUNICATIONS MACLEAN HUNTER INC. | 263 |
| COMMUNICATIONS PAR SATELLITE CANADIEN INC. | 144 |
| COMPAGNIE DE TELEPHONE DE LA COLOMBIE-BRITANNIQUE | 14 032 |
| COMPAGNIE DES CHANTIERS MARITIMES DE TERRE-NEUVE | 387 |
| COMPAGNIE DES CHEMINS DE FER NATIONAUX DU CANADA | 37 983 |
| COMPAGNIE MINIERE ET METALLURGIQUE DE LA BAIE D'HUDSON | 2 225 |
| COMPAGNIE PETROLIERE IMPERIALE LTEE. | 202 |
| COMPAGNIE PIPELINE INTERPROVINCIALE, DIVISION D'ENERGIE INTERHOME INC. | 706 |

# ANNEXE C

## Employeurs assujettis à la Loi sur l'équité en matière d'emploi

Le 1er juin 1989, les employeurs régis par les lois fédérales et comptant 100 employés ou plus devaient présenter leur deuxième rapport sur l'équité en matière d'emploi. Les employeurs assujettis à la Loi sur l'équité en matière d'emploi figurent sur la liste qui suit, renfermant au total 376 sociétés. Un nombre total de 374 employeurs ont déposé un rapport sur l'équité en matière d'emploi.

La première partie de la liste contient le nom des employeurs qui ont déposé un rapport le 1er juin 1989 ou avant et la deuxième partie de la liste contient le nom des employeurs qui ont déposé un rapport après le 1er juin 1989.

Sauf avis contraire, tous les rapports reçus sont disponibles et peuvent être consultés.

Le lecteur se référera aux notes à la fin du répertoire qui expliquent et précisent certains cas particuliers.

Liste des employeurs qui ont déposé un rapport le 1er juin 1989 ou avant

| | Nombre de salariés* |
|---|---|
| 161686 CANADA LIMITED | 219 |
| A.J. BUS LINES LTD. | 134 |
| A.W. FOSTER & SONS LTD. | 186 |
| ACL AUTOMOBILE CARRIERS LIMITED | 248 |
| ADMINISTRATION DE LA VOIE MARITIME DU SAINT-LAURENT | 1 275 |
| ADMINISTRATION DE PILOTAGE DES GRANDS LACS, LTEE. | 112 |
| AGENCES CANADA MARITIME LIMITEE | 159 |
| AIR ALLIANCE INC. | 160 |
| AIR ATLANTIC LTD. | 292 |
| AIR CANADA | 22 178 |
| AIR FRANCE | 135 |
| AIR INUIT (1985) LTD. | 157 |
| AIR NOVA INC. | 281 |
| AIR ONTARIO INC. | 886 |
| AIR TRANSAT A.T. INC. | 186 |
| AIRBC LIMITED | 965 |
| ALBERTA WHEAT POOL | 1 650 |
| ALGOMA CENTRAL RAILWAY | 1 115 |
| ALLARCOM LIMITED | 238 |
| AMERICAN AIRLINES INC. | 211 |
| AMJ CAMPBELL VAN LINES INC. | 1 525 |
| AMOK LTEE. | 262 |
| ARCTIC TRANSPORTATION LTD. | 71 |
| ARROW TRANSPORTATION SYSTEM INC. | 467 |
| ASSOCIATION D'EMPLOYEURS MARITIMES DE COLOMBIE-BRITANNIQUE | 4 858 |
| ASSOCIATION DES BANQUIERS CANADIENS | 142 |
| ASSOCIATION DES EMPLOYEURS MARITIMES | 2 611 |
| ASSOCIATION DU TRANSPORT AERIEN INTERNATIONAL | 181 |
| ATOMIC TRANSPORTATION SYSTEM INC. | 446 |
| AUTO HAULAWAY INC. | 731 |
| BANQUE BARCLAYS DU CANADA | 335 |
| BANQUE CANADIENNE DE L'OUEST | 109 |
| BANQUE CANADIENNE IMPERIALE DE COMMERCE | 41 698 |
| BANQUE CHASE MANHATTAN DU CANADA | 183 |
| BANQUE COMMERCIALE ITALIENNE DU CANADA | 159 |
| BANQUE D'AMERIQUE DU CANADA | 418 |
| BANQUE DE CREDIT ET DE COMMERCE (CANADA) | 177 |
| BANQUE DE MONTREAL | 29 371 |
| BANQUE DE NOUVELLE-ECOSSE | 25 888 |
| BANQUE DU CANADA | 2 673 |

* Selon la case 19 du formulaire 1 des rapports des employeurs

Tableau 4

**Population Agée de 15 ans et plus, ayant travaillé en 1985 ou 1986, selon les catégories professionnelles établies par l'équité en matière d'emploi (Recensement du Canada, 1986)**

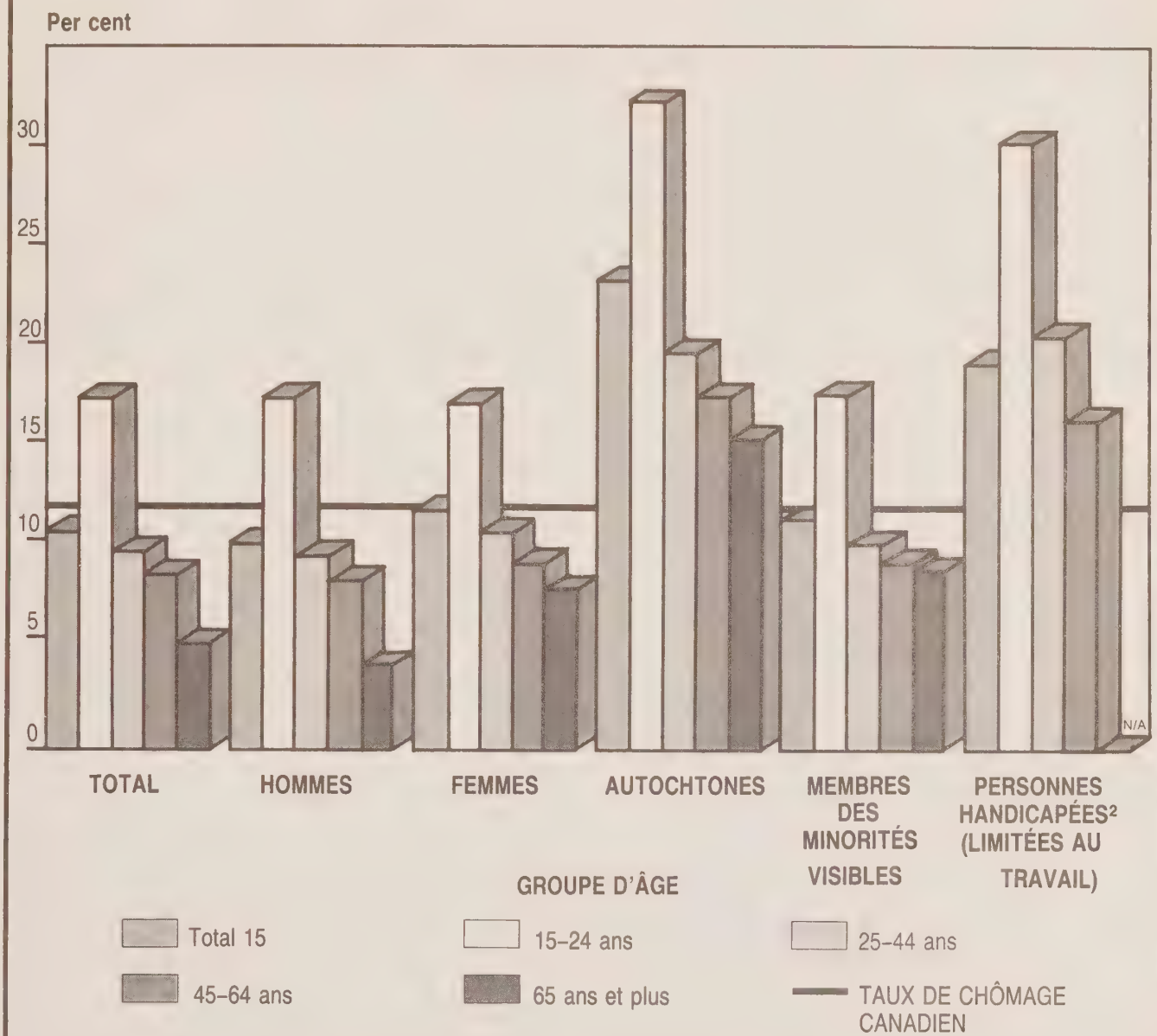
| CATÉGORIES PROFESSIONNELLES | TOTAL, HOMMES FEMMES | HOMMES | FEMMES | AUTOCHTONES (1) | MEMBRES DES MINORITÉS VISIBLES | (LIMITÉES AU TRAVAIL) PERSONNES HANDICAPÉES |
|---|---|---|---|---|---|---|
| | Nombre | Nombre | Nombre | Nombre | Nombre | Nombre |
| Toutes les professions | 13 857 775 | 7 759 600 | 6 098 175 | 294 425 | 872 695 | 752 990 |
| Cadres supérieurs | 200 330 | 165 415 | 34 915 | 2 885 | 8 195 | 3 545 |
| Cadres intermédiaires et autres cadres | 975 280 | 652 250 | 323 035 | 13 740 | 46 170 | 31 775 |
| Professionnels | 1 667 195 | 778 695 | 888 495 | 23 265 | 118 995 | 52 305 |
| Semi-professionels et techniciens | 635 760 | 314 415 | 321 340 | 14 355 | 39 640 | 32 055 |
| Surveillants | 336 915 | 175 365 | 161 550 | 5 265 | 25 210 | 21 185 |
| Contremaîtres | 368 955 | 339 145 | 29 815 | 6 145 | 13 230 | 23 200 |
| Employés de bureau | 2 360 495 | 473 595 | 1 886 900 | 40 435 | 146 745 | 98 370 |
| Employés du secteur de la vente | 1 067 655 | 555 500 | 512 155 | 15 120 | 54 275 | 51 680 |
| Employés du secteur des services | 1 382 455 | 534 675 | 847 785 | 38 995 | 115 395 | 88 715 |
| Travailleurs qualifiés et artisans | 1 056 650 | 968 625 | 88 025 | 20 430 | 39 825 | 67 350 |
| Travailleurs manuels spécialisés | 1 249 320 | 1 074 245 | 175 075 | 32 270 | 59 605 | 109 985 |
| Autres travailleurs manuels | 2 060 760 | 1 459 365 | 601 390 | 61 965 | 163 730 | 150 095 |
| Occupations non déclarées | 496 000 | 268 310 | 227 690 | 19 545 | 41 685 | 22 730 |

(1) Les 136 réserves et colonies indiennes qui représentent une population d'environ 45 000 habitants et dont l'énumération est incomplète, sont exclues du recensement du Canada de 1986.

Source: Données non publiées, Statistique Canada, Recensement de 1986; Enquête sur la santé et les limitations d'activités.

Préparé par: Services techniques, Direction générale de l'équité en matière d'emploi,
EMPLOI ET IMMIGRATION CANADA

## TAUX DE CHÔMAGE PAR ÂGE CANADA (1986)




Preparé par : Services techniques, Direction générale de l'équité en matière d'emploi
Source : Données non publiées, Statistique Canada, Recensement de 1986; Enquête sur la santé et les limitations d'activités.
1 — Personnes handicapées (Limitées au travail) âgées de 15 à 64 ans inclusivement.

**Tableau 3**
**Taux de participation des groupes désignés par âge**
**Canada 1981 (3) et 1986**

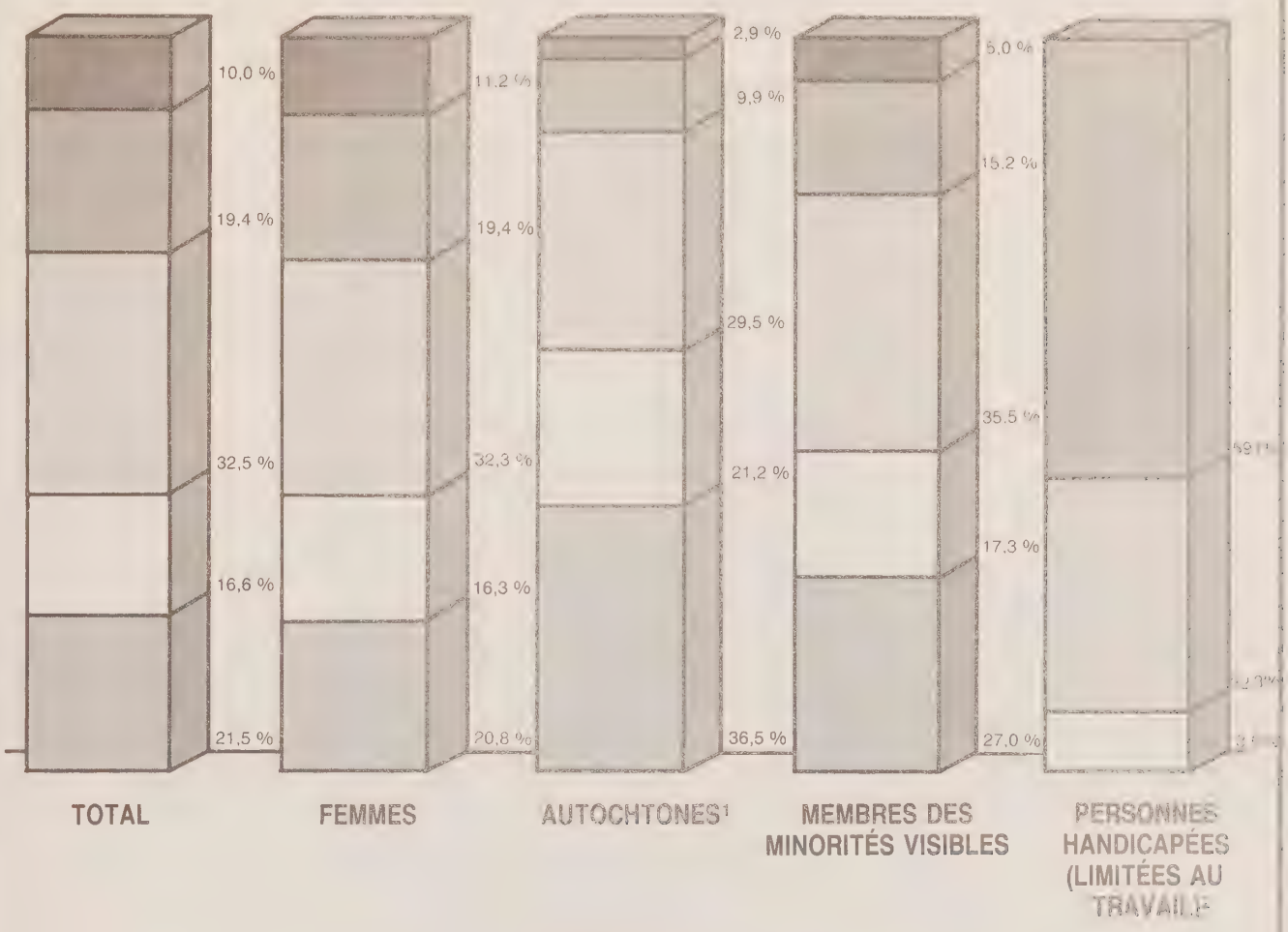
| GROUPE D'ÂGE | 1981 (3) | 1986 |
|---|---|---|
| **Total 15 ans et plus** | | |
| Total | 64,8 | 66,5 |
| Autochtones (1) | 50,4 | 60,3 |
| Minorités visibles | 72,5 | 72,1 |
| Personnes handicapées (2) | 31,6 | 49,0 |
| **15-24 ans** | | |
| Total | 65,5 | 67,8 |
| Autochtones (1) | 43,8 | 52,2 |
| Minorités visibles | 59,8 | 61,0 |
| Personnes handicapées | 53,3 | 54,3 |
| **25 ans et plus** | | |
| Total | 64,5 | 66,1 |
| Autochtones (1) | 54,3 | 64,4 |
| Minorités visibles | 76,4 | 75,6 |
| Personnes handicapées (2) | 30,0 | 48,3 |
| **25-44 ans** | | |
| Total | 80,2 | 83,9 |
| Autochtones (1) | 64,1 | 73,7 |
| Minorités visibles | 85,4 | 85,6 |
| Personnes handicapées | 63,2 | 66,0 |
| **45-64 ans** | | |
| Total | 65,6 | 65,7 |
| Autochtones (1) | 46,4 | 53,3 |
| Minorités visibles | 71,4 | 73,5 |
| Personnes handicapées | 38,1 | 36,8 |
| **65 ans et plus** | | |
| Total | 11,0 | 8,9 |
| Autochtones (1) | 7,2 | 6,8 |
| Minorités visibles | 14,1 | 10,9 |
| Personnes handicapées (2) | 4,2 | S/O |

(1) Les 136 réserves et colonies indiennes qui représentent une population d'environ 45 000 habitants et dont l'énumération est incomplète sont exclues du recensement du Canada de 1986.
(2) 1986, à l'exception des personnes âgées de 65 ans et plus,
(3) Les données fournies pour le groupe des personnes handicapées sont de 1983–1984.

Source : Données non publiées, Statistique Canada, Recensement de 1981 et 1986; Enquête sur la santé et les limitations d'activités.

Préparé par : Services techniques, Direction générale de l'équité en matière d'emploi
EMPLOI ET IMMIGRATION CANADA

## RÉPARTITION DES GROUPES DÉSIGNÉS SELON LE GROUPE D'ÂGE AU CANADA (1986)




Préparé par : Services techniques générale de l'équité en matière d'emploi
Source : Données non publiées, Statistique Canada, Recensement de 1986, Enquête sur la santé et les limitations d'activités.
1 & 2 — Voir le tableau 1 notes 1 & 2

Tableau 2

| RÉGIONS GÉOGRAPHIQUES | FEMMES | | AUTOCHTONES (1) | | MEMBRES DES MINORITÉS VISIBLES | | (LIMITÉES AU TRAVAIL) PERSONNES HANDICAPÉES (2) | |
|---|---|---|---|---|---|---|---|---|
| | Nombre | % | Nombre | % | Nombre | % | Nombre | % |
| **CANADA** | **12 653 550** | **100,0** | **711 725** | **100,0** | **1 577 710** | **100,0** | **1 255 160** | **100,0** |
| Terre-Neuve | 281 570 | 2,2 | 9 560 | 1,3 | 3 415 | 0,2 | 28 665 | 2,3 |
| Île-du-Prince-Édouard | 62 820 | 0,5 | 1 285 | 0,2 | 1 295 | 0,1 | 6 085 | 0,5 |
| Nouvelle-Écosse | 437 350 | 3,5 | 14 225 | 2,0 | 24 390 | 1,5 | 55 830 | 4,4 |
| Nouveau-Brunswick | 354 385 | 2,8 | 9 375 | 1,3 | 7 265 | 0,5 | 43 985 | 3,5 |
| Québec | 3 285 025 | 26,0 | 80 945 | 11,4 | 224 775 | 14,2 | 294 050 | 23,4 |
| Ontario | 4 572 330 | 36,1 | 167 370 | 23,5 | 775 245 | 49,1 | 457 670 | 36,5 |
| Manitoba | 531 590 | 4,2 | 85 235 | 12,0 | 54 755 | 3,5 | 55 210 | 4,4 |
| Saskatchewan | 497 790 | 3,9 | 77 650 | 10,9 | 23 325 | 1,5 | 49 540 | 3,9 |
| Alberta | 1 159 865 | 9,2 | 103 930 | 14,6 | 166 670 | 10,6 | 110 580 | 8,8 |
| Colombie-Britannique | 1 435 360 | 11,3 | 126 625 | 17,8 | 294 885 | 18,7 | 151 375 | 12,1 |
| Yukon | 11 125 | 0,1 | 4 995 | 0,7 | 585 | — | 735 | 0,1 |
| Territoires du Nord-Ouest | 24 740 | 0,2 | 30 525 | 4,3 | 1 095 | 0,1 | 1 430 | 0,1 |
| Halifax | 149 545 | 1,2 | 3 920 | 0,6 | 15 030 | 1,0 | | S/O |
| Montréal | 1 489 030 | 11,8 | 22 700 | 3,2 | 204 740 | 13,0 | | S/O |
| Toronto | 1 734 710 | 13,7 | 32 955 | 4,6 | 586 495 | 37,2 | | S/O |
| Winnipeg | 317 925 | 2,5 | 28 320 | 4,0 | 49 530 | 3,1 | | S/O |
| Régina | 94 115 | 0,7 | 8 610 | 1,2 | 8 115 | 0,5 | | S/O |
| Calgary | 332 320 | 2,6 | 15 250 | 2,1 | 72 600 | 4,6 | | S/O |
| Edmonton | 388 505 | 3,1 | 27 945 | 3,9 | 72 560 | 4,6 | | S/O |
| Vancouver | 692 040 | 5,5 | 32 030 | 4,5 | 230 840 | 14,6 | | S/O |

S/O, Non disponible

(1) Les 136 réserves et colonies qui représentent une population d'environ 45 000 habitants et dont l'énumération est incomplète, sont exclues du recensement du Canada de 1986.

(2) Personnes handicapées (Limitées au travail) âgées de 15-64 ans inclusivement.

Source : Données non publiées, Statistique Canada, Recensement de 1986; Enquête sur la santé et les limitations d'activités.

Préparé par : Services techniques, Direction générale de l'équité en matière d'emploi, EMPLOI ET IMMIGRATION CANADA

# ANNEXE B

Tableau 1
**Proportion des groupes désignés par rapport à la population totale selon la région géographique 1986**

| RÉGIONS GÉOGRAPHIQUES | TOTAL | | FEMMES | | AUTOCHTONES (1) | | MEMBRES DES MINORITÉS VISIBLES | | (LIMITÉES AU TRAVAIL) PERSONNES HANDICAPÉES (2) | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Nombre | % | Nombre | % | Nombre | % | Nombre | % | Nombre | % |
| **CANADA** | **25 022 005** | **100,0** | **12 653 550** | **50,6** | **711 725** | **2,8** | **1 577 710** | **6,3** | **1 255 160** | **7,3** |
| Terre-Neuve | 564 005 | 100,0 | 281 570 | 49,9 | 9 560 | 1,7 | 3 415 | 0,6 | 28 665 | 7,7 |
| Île-du-Prince-Édouard | 125 090 | 100,0 | 62 820 | 50,2 | 1 285 | 1,0 | 1 295 | 1,0 | 6 085 | 7,5 |
| Nouvelle-Écosse | 864 150 | 100,0 | 437 350 | 50,6 | 14 225 | 1,6 | 24 390 | 2,8 | 55 830 | 9,6 |
| Nouveau-Brunswick | 701 855 | 100,0 | 354 385 | 50,5 | 9 375 | 1,3 | 7 265 | 1,0 | 43 985 | 9,4 |
| Québec | 6 454 490 | 100,0 | 3 285 025 | 50,9 | 80 945 | 1,3 | 224 775 | 3,5 | 294 050 | 6,5 |
| Ontario | 9 001 170 | 100,0 | 4 572 330 | 50,8 | 167 370 | 1,9 | 775 245 | 8,6 | 457 670 | 7,4 |
| Manitoba | 1 049 315 | 100,0 | 531 190 | 50,6 | 85 235 | 8,1 | 54 755 | 5,2 | 55 210 | 8,0 |
| Saskatchewan | 996 695 | 100,0 | 491 790 | 49,9 | 77 650 | 7,8 | 23 325 | 2,3 | 49 540 | 7,8 |
| Alberta | 2 340 265 | 100,0 | 1 159 865 | 49,6 | 103 930 | 4,4 | 166 670 | 7,1 | 110 580 | 6,9 |
| Colombie-Britannique | 2 849 585 | 100,0 | 1 435 360 | 50,4 | 126 625 | 4,4 | 294 885 | 10,3 | 151 375 | 7,8 |
| Yukon | 23 360 | 100,0 | 11 125 | 47,6 | 4 995 | 21,4 | 585 | 2,5 | 735 | 4,4 |
| Territoires du Nord-Ouest | 52 020 | 100,0 | 24 740 | 47,6 | 30 525 | 58,7 | 1 095 | 2,1 | 1 430 | 4,3 |
| Halifax | 293 060 | 100,0 | 149 545 | 51,0 | 3 920 | 1,3 | 15 030 | 5,1 | S/O | |
| Montréal | 2 887 855 | 100,0 | 1 489 030 | 51,6 | 22 700 | 0,8 | 204 740 | 7,1 | S/O | |
| Toronto | 3 399 680 | 100,0 | 1 734 710 | 51,0 | 32 955 | 1,0 | 586 495 | 17,3 | S/O | |
| Winnipeg | 617 790 | 100,0 | 317 925 | 51,5 | 28 320 | 4,6 | 49 530 | 8,0 | S/O | |
| Régina | 184 520 | 100,0 | 94 115 | 51,0 | 8 610 | 4,7 | 8 115 | 4,4 | S/O | |
| Calgary | 665 845 | 100,0 | 332 320 | 49,9 | 15 250 | 2,3 | 72 600 | 10,9 | S/O | |
| Edmonton | 777 905 | 100,0 | 388 505 | 49,9 | 27 945 | 3,6 | 72 560 | 9,3 | S/O | |
| Vancouver | 1 362 445 | 100,0 | 692 040 | 50,8 | 32 030 | 2,4 | 230 840 | 16,9 | S/O | |

S/O Non disponible
(1) Les 136 réserves et colonies indiennes qui représentent une population d'environ 45 000 habitants et dont l'énumération est incomplète, sont exclues du recensement du Canada de 1986.
(2) Personnes handicapées (Limitées au travail) âgées de 15-64 ans inclusivement. Les proportions en pourcentage sont également basées sur la population totale âgée de 15 à 64 ans inclusivement.
Source: Données non publiées, Statistique Canada, Recensement de 1986; Enquête sur la santé et les limitations d'activités.
Préparé par: Services techniques, Direction générale de l'équité en matière d'emploi
EMPLOI ET IMMIGRATION CANADA

recrutements et des cessations de fonctions. La majeure partie de l'évaluation des changements dans le chapitre intitulé « Profils des groupes désignés » est basée sur les taux de représentation déclarés.

L'effet **indépendant** des recrutements et des cessations de fonctions est analysé dans la section « Effet net des recrutements et des cessations de fonctions » des profils des groupes désignés. Une évaluation y est faite du taux de croissance découlant des recrutements et des cessations de fonctions. Lorsque le taux de croissance du groupe est supérieur au taux estimatif pour l'effectif visé par la Loi, l'effet net des recrutements et des cessations de fonctions est d'accroître la représentation du groupe. Étant donné que l'effet net des recrutements et des cessations de fonctions n'est qu'un des éléments contribuant aux changements dans les taux de représentation déclarés, il est possible que la représentation déclarée pour un groupe s'accroisse malgré un plus faible taux de croissance découlant des recrutements et des cessations de fonctions.

Le regroupement des employeurs en grandes branches d'activité permet d'établir des comparaisons, dans les analyses, entre les données déjà recueillies par Statistique Canada et les données sur les branches d'activité fournies dans les rapports présentés en vertu de la Loi sur l'équité en matière d'emploi. Dans certains cas (comme dans celui du secteur bancaire), toute la branche d'activité est sous réglementation fédérale, alors que dans d'autres cas (comme dans celui des transports), seule une partie des activités relève du gouvernement fédéral. Dans ce dernier cas, il est possible d'adapter les données de Statistique Canada pour établir des comparaisons au moyen des codes de la Classification type des industries utilisés par les employeurs.

### Calcul des salaires

Les estimations sur les salaires moyens ont été obtenues à l'aide des données contenues dans le formulaire 3 des rapports des employeurs.

Puisque ces renseignements sont fournis selon l'échelle de rémunération, les salaires moyens ont été calculés en utilisant la valeur médiane de chaque échelle de rémunération. Toutefois, l'évaluation de l'échelle de rémunération la plus élevée, soit celle de 70 000 $ et plus, posait un problème particulier. L'année dernière, on a calculé une valeur médiane à l'aide de projections basées sur la tendance de la répartition des salariés mesurée au moyen des données de régression d'une courbe semi-logarithmique. Cette année on a ajusté cette valeur à l'aide de l'indice canadien des prix.[8]

Les estimations des salaires moyens sont fiables lorsqu'elles servent d'indicateurs pour évaluer l'étendue des différences et des problèmes. Elles ne devraient pas être utilisées à titre de mesures précises du revenu des salariés couverts par la Loi sur l'équité en matière d'emploi.

On a également utilisé couramment comme mesure la proportion des groupes de salariés gagnant moins de 25 000 $ et gagnant plus de 40 000 $. Ces mesures ont été tirées directement du formulaire 3 sans effectuer d'autres calculs.

### Évolution de la représentation des groupes désignés

L'évolution de la représentation des groupes désignés est analysée de deux façons dans ce rapport. La première consiste à comparer les données sur la représentation des groupes désignés contenues dans les rapports des employeurs de 1988 à celles de 1987. La seconde repose sur une évaluation de la croissance de l'emploi des membres des groupes désignés dérivée du formulaire 4 (recrutements) et du formulaire 6 (cessations de fonctions).

Les changements dans les taux de représentation des groupes désignés déclarés par les employeurs peuvent être influencés par plusieurs facteurs tels que le taux d'auto-identification des membres des groupes désignés, les changements dans la liste des employeurs assujettis à la Loi, et l'effet net des

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[7] Voici la liste des branches d'activité regroupées sous le titre « Autres branches d'activité » :
Mines de métaux
Mines de charbon
Industries du pétrole brut et du gaz naturel
Industries des services relatifs à l'extraction du pétrole brut et du gaz naturel
Industries de la viande et de la volaille
Industrie de la transformation du poisson
Industries de la farine, des céréales de table préparées et des aliments pour animaux
Industries des huiles végétales
Industries de l'emboutissage, du matriçage et du revêtement de produits en métal
Industrie de la construction et de la réparation des navires
Gestion de travaux de construction
Autres services relatifs à la construction
Industrie des silos à grain
Autres industries d'entreposage et d'emmagasinage
Produits agricoles, commerce de gros
Sociétés de financement des entreprises
Bureaux d'architectes, d'ingénieurs et autres services scientifiques et techniques
Autres services aux entreprises
Affaires étrangères et aide internationale
Gestion des ressources humaines
Gestion des services économiques
Théâtres et autres spectacles
Associations commerciales

[8] L'indice canadien des prix permet d'ajuster une valeur monétaire selon le taux d'inflation. Un dollar valait 1.04 fois plus en 1988 qu'il ne valait en 1987.

Les données utilisées dans le résumé sont tirées directement des rapports des employeurs. Aucun renseignement fourni n'a été rajusté sans le consentement explicite de l'employeur concerné. Dans certains cas, une série de petites erreurs dans le rapport d'un employeur a donné lieu à un écart entre le nombre total d'employés indiqué sur le formulaire 2 et le formulaire 3. Dans d'autres cas, le nombre d'hommes et de femmes indiqué sur un formulaire ne correspond pas au total. Ces inexactitudes n'ont pas été corrigées.

En raison de changements dans les méthodes de collecte de données utilisées par les employeurs, il y aurait lieu de faire preuve de prudence lorsqu'on établit des comparaisons entre les données de cette année et celles de l'année dernière.[3] Par exemple, certaines professions ont été reclassifiées depuis la dernière année de rapport, et les résultats des enquêtes d'auto-identification ont modifié le nombre de personnes qui se déclarent membres des groupes désignés.[4] En outre, la liste des employeurs inclus dans le présent résumé est légèrement différente de celle de l'année dernière.[5]

### Auto-identification volontaire

La Loi sur l'équité en matière d'emploi exige des employeurs qu'ils fassent rapport sur leurs employés comme étant membres des catégories « autochtones », « personnes handicapées » ou « membres des minorités visibles », seulement si ces employés se sont déclarés comme tels volontairement ou s'ils ont accepté qu'on les désigne comme tels. Par conséquent, il se peut que le nombre d'employés déclarés comme appartenant à ces trois groupes ne corresponde pas au nombre réel de membres des groupes désignés qui sont employés. Certains salariés peuvent ne pas souhaiter s'identifier comme membres d'un groupe désigné.

### Catégories professionnelles

Pour satisfaire aux exigences en matière de rapport, les employeurs devaient présenter les données relatives à leurs salariés selon la catégorie professionnelle sur le formulaire 2 (répartition des employés), le formulaire 4 (recrutements), le formulaire 5 (promotions) et le formulaire 6 (cessations de fonctions). Les douze catégories professionnelles utilisées par les employeurs sont précisées dans l'annexe III du règlement de la Loi sur l'équité en matière d'emploi et correspondent à celles du système de classification utilisé par Statistique Canada pour la cueillette des données sur la population active. Les douze catégories sont les suivantes : Cadres supérieurs, Cadres intermédiaires et autres cadres, Professionnels, Semi-professionnels et techniciens, Surveillants, Contremaîtres, Employés de bureau, Employés du secteur de la vente, Employés du secteur des services, Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels.[6]

### Branches d'activité (ou secteurs d'activité)

Les employeurs visés par la Loi sur l'équité en matière d'emploi sont regroupés selon la Classification type des industries publiée par Statistique Canada en 1980. Trois grands secteurs ont été analysés : les banques, les transports et les communications, qui correspondent aux trois grands groupes de la Classification type des industries. Le quatrième secteur d'activité inclus dans l'analyse est un regroupement des employeurs qui ne pouvaient être intégrés aux branches d'activité ci-dessus. Ce groupe d'employeurs est désigné par « Autres » dans le présent rapport. Entrent dans cette catégorie les entreprises qui exercent leurs activités dans plusieurs secteurs dissemblables.[7] Étant donné que ce groupe n'est pas aussi homogène que les trois autres, les résultats des rapports sont plus difficiles à interpréter.

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[3] Des ajouts et des corrections ont aussi été apportés à la première série de rapports présentés par les employeurs en vertu de la Loi sur l'équité en matière d'emploi. Pour un résumé des changements les plus importants, voir la fiche de renseignements publiée en mai 1989, intitulée « Mise à jour : membres des minorités visibles ».

4. Voir la section « Évolution de la représentation des groupes désignés » de la présente annexe.

5. Voir l'annexe C pour une liste complète des employeurs inclus dans le résumé.

6. Pour plus de renseignements concernant la classification des catégories professionnelles, consulter l'annexe III, Loi sur l'équité en matière d'emploi et Exigences concernant les rapports, juillet 1986, et le « Document technique de référence no 3 : Catégories professionnelles pour les rapports sur l'équité en matière d'emploi », août 1986.

# ANNEXE A : NOTES SUR LES DONNÉES

Le 1er juin 1989, les employeurs et les sociétés d'État régis par le gouvernement fédéral et disposant d'un effectif d'au moins 100 employés, devaient soumettre leur deuxième rapport annuel en vertu de la Loi sur l'équité en matière d'emploi. Au total, 374 employeurs ont présenté un rapport à Emploi et Immigration Canada. Toutefois, en raison de certaines difficultés (rapports soumis en retard ou posant des problèmes) et de l'échéance fixée pour la présentation du rapport annuel exigé en vertu de la Loi sur l'équité en matière d'emploi, 372 (ou 99 %) des rapports soumis par les employeurs ont été utilisés pour l'analyse et le résumé requis par l'article 9 de la Loi. Ces rapports visaient au total, pour 1988, 601 626 salariés permanents à temps plein, permanents à temps partiel et temporaires.

## NOTIONS CLÉS

### Rapport de l'employeur

L'employeur doit remplir six formulaires types[1] pour dresser son rapport. Ces formulaires renferment les renseignements suivants :

Formulaire 1 identification de l'employeur, sommaire du rapport et attestation d'exactitude

Formulaire 2 membres des groupes désignés selon le sexe, la catégorie professionnelle et le quart salarial

Formulaire 3 membres des groupes désignés selon le sexe et l'échelle de rémunération

Formulaire 4 membres des groupes désignés recrutés selon le sexe et la catégorie professionnelle

Formulaire 5 membres des groupes désignés qui ont obtenu une promotion, selon le sexe et la catégorie professionnelle

Formulaire 6 membres des groupes désignés qui ont cessé d'occuper un emploi, selon le sexe et la catégorie professionnelle

Les formulaires 2 à 6 sont divisés en trois parties, soit la partie « A » pour la catégorie de salariés permanents à temps plein, la partie « B » pour la catégorie de salariés permanents à temps partiel et la partie « C » pour la catégorie de salariés temporaires. L'employeur n'est tenu de remplir des formulaires pour les salariés temporaires que lorsque ceux-ci représentent 20 % ou plus de son effectif. Il doit soumettre les formulaires pour chaque branche d'activité où il compte au moins 1 000 employés, et pour chaque province et chaque région métropolitaine de recensement[2] où il emploie au moins 100 personnes. Au niveau de la région métropolitaine de recensement, il n'est tenu de présenter que les formulaires 2A et 2B.

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[1] Pour obtenir des renseignements sur la manière de se procurer des exemplaires de la Loi et des documents connexes, y compris les formulaires 1 à 6, écrire à l'adresse suivante

Centre de documentation
Direction générale de l'équité en matière d'emploi
Emploi et Immigration Canada
Ottawa (Ontario) K1A 0J9

[2] Les huit régions métropolitaines de recensement (RMR) désignées sont les suivantes :
Calgary (Alberta)
Edmonton (Alberta)
Halifax (Nouvelle-Écosse)
Montréal (Québec)
Régina (Saskatchewan)
Toronto (Ontario)
Vancouver (Colombie-Britannique)
Winnipeg (Manitoba)

Pour plus de renseignements, consulter l'annexe 1, Loi sur l'équité en matière d'emploi et Exigences concernant les rapports, juillet 1986, et Document technique de référence no 1 : Cartes géographiques pour les rapports sur l'équité en matière d'emploi, août 1986.

# VERS 1991

*« 13. (1) Cinq ans après l'entrée en vigueur de la présente loi, et à la fin de chaque période ultérieure de trois ans, un comité de la Chambre des communes désigné ou établi par la Chambre à cette fin procède à un examen complet des dispositions et de l'application de la présente loi ainsi que de leur effet. »*

*— Loi sur l'équité en matière d'emploi, article 13*

Le deuxième rapport annuel sur l'équité en matière d'emploi fait état de la représentation des groupes désignés dans l'effectif des employeurs assujettis à la Loi sur l'équité en matière d'emploi, et il évalue les changements survenus depuis le rapport de l'année précédente. D'année en année, il sera possible de cerner toujours mieux les progrès accomplis dans le domaine de l'équité. Les données recueillies sur le rendement des employeurs constitueront un élément essentiel du futur examen de la Loi. En effet, l'article 13 de la Loi spécifie qu'un comité parlementaire procédera à un examen des dispositions et de l'application de la Loi cinq ans après son entrée en vigueur (c'est-à-dire en 1991) et tous les trois ans par la suite.

L'examen de 1991, que l'on prépare déjà, permettra de mesurer l'étendue des progrès accomplis en vertu de la Loi et de juger son efficacité. En prévision de l'examen, la Direction générale de l'équité en matière d'emploi produira un document de travail touchant aux questions relatives à la Loi, à l'intention du public et des personnes que la question intéresse particulièrement. Le document servira de base aux discussions qui seront menées entre le gouvernement et les groupes visés au sujet de l'impact de la Loi et des améliorations qui pourraient y être apportées.

Les échanges de vues auront lieu au cours de rencontres tenues aux niveaux national et provincial. Les parties intéressées peuvent faire part de leur désir de participer à ces consultations en communiquant avec la Direction générale de l'équité en matière d'emploi, ou avec un des services consultatifs régionaux sur l'équité en matière d'emploi de la Commission de l'emploi et de l'immigration du Canada.

représentation du groupe dans des professions mieux rémunérées, comportant plus de responsabilités et offrant de plus grandes chances d'avancement.

La représentation est calculée en divisant le nombre de membres du groupe par le nombre total d'employés de l'entreprise, après avoir soustrait de chacun de ces nombres les employés de bureau. Toutefois, ce calcul ne sert pas quand il s'agit de personnes handicapées ou d'autochtones en raison de leur nombre relativement faible dans la plupart des entreprises.

3) Rapport entre la proportion d'hommes blancs non handicapés gagnant moins de 25 000 $ et la proportion correspondante de membres du groupe désigné

Cet indicateur met en rapport la proportion d'hommes blancs non handicapés dont le salaire est inférieur à 25 000 $ et la proportion des membres du groupe désigné dans la même situation salariale. Il s'exprime par un chiffre décimal qui représente la proportion d'hommes blancs non handicapés gagnant moins de 25 000 $ pour chaque fraction de 1 % du groupe. Le chiffre 1 indique l'égalité (1:1), tandis qu'un chiffre inférieur à 1 signifie que la proportion des hommes blancs non handicapés gagnant moins de 25 000 $ est inférieure à la proportion des membres du groupe désigné dans la même situation.
Par exemple, le chiffre 0,5 équivaut à un rapport de 0,5:1, c'est-à-dire, proportionnellement, les hommes blancs non handicapés gagnant moins de 25 000 $ sont moitié moins nombreux que les membres du groupe désigné.

4) Taux d'accroissement de la représentation du groupe désigné

Cet indicateur reflète l'augmentation réelle (ou la diminution) de la représentation d'un groupe désigné au cours de l'année. Le résultat net du recrutement et de la cessation de fonctions de membres du groupe est soustrait du nombre de membres du groupe travaillant pour l'entreprise à la fin de l'année. Le même calcul est effectué pour l'ensemble des employés de l'entreprise. La représentation du groupe au début de l'année est calculée à partir des deux chiffres révisés. Enfin, la différence entre la représentation du groupe à la fin et au début de l'année est divisée par la représentation du groupe au début de l'année.

Le résultat indique si la représentation du groupe a augmenté ou diminué, et dans quelle proportion.

Cet indicateur du progrès net ne renseigne pas sur l'augmentation ou la diminution nette du nombre de membres du groupe désigné dans le personnel de l'entreprise, mais il établit le rapport entre le nombre de membres du groupe désigné et le nombre total d'employés dans l'entreprise.

5) Proportion des promotions comparée à la représentation

Ce dernier indicateur est calculé en soustrayant la représentation du groupe désigné dans l'entreprise de la proportion des promotions dont ont bénéficié les membres de ce groupe. Le résultat de cette soustraction est divisé par la représentation du groupe dans l'entreprise. Le nombre obtenu indique si les membres de groupes désignés déjà employés par l'entreprise reçoivent une proportion équitable des promotions.

La représentation du groupe constituant le facteur clé du précédent indicateur, le chiffre exprimant la proportion de promotions dont ont bénéficié les membres du groupe, qui lui est étroitement lié, n'a pas été directement comparé au nombre total des promotions dans l'entreprise.

## Précisions techniques sur le classement

Cinq indicateurs ont été utilisés pour classer les employeurs selon les résultats obtenus en matière d'équité :

### 1) Représentation du groupe dans l'effectif comparée à sa représentation dans la population active

Étant donné que la représentation d'un groupe désigné peut varier sensiblement d'une région à l'autre, les données du recensement utilisées comme point de comparaison sont pondérées de manière à refléter la répartition régionale de l'effectif de chaque employeur. La donnée de référence que constitue la représentation du groupe dans la population active pondérée selon la région est le facteur clé du classement des employeurs. Elle est calculée en multipliant la proportion de l'effectif de l'employeur se trouvant dans chaque province par la représentation du groupe désigné dans la population active de cette province. Les résultats obtenus pour chaque province sont ensuite additionnés.[1]

Donnons un exemple de l'application de cette formule : l'entreprise A a 60 % de son effectif au Québec, province où la représentation des autochtones est de 1,1 %, et 40 % au Yukon, où la représentation des autochtones est de 16,6 %. Le chiffre pondéré correspondant à la représentation des autochtones dans l'effectif de cette entreprise sera :

| Pourcentage des employés de l'entreprise par province | | Représentation provinciale des autochtones | | |
|---|---|---|---|---|
| 0,6 | X | 1,1 | = | 0,66 |
| 0,4 | X | 16,6 | = | +6,64 |
| Représentation pondérée dans la population active | | | = | 7,3 % |

Une cote (A à D) est attribuée à un employeur selon la manière dont la représentation d'un groupe désigné dans son effectif se situe par rapport à cette donnée sur la représentation du même groupe dans la population active. L'employeur reçoit la cote A si la représentation du groupe dans son effectif est égale à au moins 90 % du chiffre de référence, la cote B si cette proportion est comprise entre 70 % et 90 %, la cote C si elle est comprise entre 50 % et 70 %, et la cote D si la représentation du groupe dans son effectif est inférieure à 50 % du chiffre de référence.

### 2) Représentation du groupe dans les catégories professionnelles autres que les emplois de bureau (femmes et membres des minorités visibles seulement)

Cet indicateur est utile pour mesurer le degré de concentration professionnelle des membres d'un groupe désigné dans une entreprise. Il indique en outre très bien la qualité des emplois occupés par les membres d'un groupe désigné, car il reflète la

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[1] Pour calculer le chiffre correspondant à chaque employeur, on a utilisé la formule suivante :

$$RPP_g = \sum_{i=1}^{n} (P_i \times RP_{gi})$$

dans laquelle

$RPP_g$ = représentation pondérée du groupe désigné g dans la population active

$P_i$ = proportion de l'effectif de l'employeur dans la province i

$RP_{gi}$ = représentation du groupe g dans la population active de la province i

n = nombre de provinces et de territoires

Les données relatives au nombre de membres des groupes désignés dans l'effectif ont été tirées des tableaux 2 et 12 du rapport Equité en matière d'emploi — Rapport statistique sur la disponibilité des groupes désignés — Recensement du Canada de 1986, préparé par les Services techniques, Direction générale de l'équité en matière d'emploi, Emploi et Immigration Canada.

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| PARRISH & HEIMBECKER LIMITEE | A | C | C | C |
| PIONEER GRAIN COMPANY LIMITED | C | C | B | C |
| PRESSE CANADIENNE | A | C | C | A |
| PRINCE RUPERT GRAIN LTD. | C | A | C | C |
| RESSOURCES GULF CANADA LIMITEE | C | C | C | B |
| REUTERS CANADA LTD. | C | C | C | A |
| RICHARDSON TERMINALS LIMITED | C | C | C | C |
| RIO ALGOM LIMITED | C | A | C | C |
| ROBIN HOOD MULTIFOODS INC. | C | C | B | C |
| ROWAN COMPANIES INC. | C | C | C | B |
| SASKATCHEWAN WHEAT POOL | C | C | B | C |
| SECURITE METROPOL LTEE. | A | A | B | A |
| SEDPEX INC. | C | C | C | C |
| SERVICE DE SECURITE AEROPORT METROPOL | A | A | C | A |
| SOCIETE CANADIENNE D'HYPOTHEQUES ET DE LOGEMENT | A | B | C | B |
| SOCIETE DE DEVELOPPEMENT DE L'INDUSTRIE CINEMATOGRAPHIQUE CANADIENNE | B | C | C | A |
| SOCIETE DE DEVELOPPEMENT DU CAP-BRETON | C | C | A | C |
| SOCIETE DU CREDIT AGRICOLE | B | C | C | C |
| SOCIETE POUR L'EXPANSION DES EXPORTATIONS | B | C | C | C |
| THERATRONICS INTERNATIONAL LIMITEE | C | C | A | C |
| UNITED GRAIN GROWERS LIMITED | B | B | C | C |
| VERREAULT NAVIGATION INC. | B | C | A | C |

Les employeurs suivants sont exclus de l'évaluation qui est présentée ici.
Le lecteur trouvera les raisons de ces exclusions dans l'Annexe C du présent document.

DICOM COMMUNICATIONS DIRECTES CANADA LTEE.
EASTERN AIR LINES INC.
KABE INTERNATIONAL TRANSPORT LTD.
PUROLATOR COURRIER LIMITEE

## Évaluation des employeurs dans la *branche d'activité Autres* pour chaque groupe désignés

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| ALBERTA WHEAT POOL | C | C | C | C |
| AMOK LTEE. | C | A | C | A |
| ASSOCIATION DES BANQUIERS CANADIENS | B | C | C | B |
| BANQUE FEDERALE DE DEVELOPPMENT | B | C | C | A |
| BRINKS CANADA LIMITEE | C | C | C | C |
| BUCKERFIELD'S LIMITED | C | C | A | C |
| CAMECO-CORPORATION CANADIENNE D'ENERGIE ET D'EXPLOITATION MINIERE | C | A | C | A |
| CARGILL LIMITEE | C | C | C | C |
| CENTRE DE RECHERCHE POUR LE DEVELOPPEMENT INTERNATIONAL | A | C | C | B |
| CENTRE NATIONAL DES ARTS | A | C | B | C |
| COMMISSION CANADIENNE DU BLE | B | B | B | A |
| COMMISSION DE LA CAPITALE NATIONALE | B | B | C | C |
| COMPAGNIE DES CHANTIERS MARITIMES DE TERRE-NEUVE | C | C | C | C |
| COMPAGNIE MINIERE ET METALLURGIQUE DE LA BAIE D'HUDSON | C | B | C | C |
| CONSEIL DES ARTS DU CANADA | A | C | C | C |
| CONSTRUCTION DE DEFENSE (1951) LIMITEE | B | C | B | C |
| CSP FOODS LTD. | C | C | C | C |
| DENISON MINES LIMITED | C | C | C | C |
| ELDERS GRAIN COMPANY LTD. | B | C | C | C |
| ENERGIE ATOMIQUE DU CANADA LIMITEE | C | B | C | B |
| EXECUTIVE SECURITY SERVICES LTD. | A | B | C | A |
| FEED-RITE LTD. | B | B | C | A |
| HARBOURFRONT CORPORATION | B | C | C | B |
| KEY LAKE MINING CORPORATION | C | A | C | A |
| MANITOBA POOL ELEVATORS | C | C | B | C |
| MASTERFEEDS (A MEMBER OF MAPLE LEAF MILLS LTD.) | C | C | C | C |
| MINOTERIES OGILVIE LIMITEE | C | C | C | C |
| MLM FLOUR PRODUCTS MEMBER OF MAPLE LEAF MILLS LIMITED | C | C | C | A |
| MONNAIE ROYALE CANADIENNE | C | A | A | A |
| N.M. PATERSON & SONS LIMITED | C | C | C | C |
| NORDION INTERNATIONAL INC. | B | C | B | A |
| OFFICE DE COMMERCIALISATION DU POISSON D'EAU DOUCE | B | B | A | C |
| PACIFIC ELEVATORS LIMITED | C | C | C | C |

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| RADIO FUTURA LTEE. | A | B | A | C |
| RADIO NORD INC. | C | C | C | C |
| RADIOMUTUEL INC. | C | C | C | C |
| RAWLCO COMMUNICATIONS LTD. | A | C | B | C |
| REGINA CABLEVISION CO-OPERATIVE | A | C | C | B |
| RESEAU PATHONIC INC. | C | C | C | C |
| ROGERS BROADCASTING LIMITED | C | C | C | C |
| ROGERS CABLE TV LIMITED | A | C | C | A |
| SASKATOON TELECABLE LTD. | B | A | C | B |
| SASKWEST TELEVISION INC. | B | C | C | C |
| SELKIRK BROACASTING LIMITED | A | C | C | B |
| SHAMROCK TELEVISION SYSTEM INC. | B | C | C | C |
| SHAW CABLESYSTEMS (ALBERTA) LTD. | B | A | A | C |
| SHAW CABLESYSTEMS (B.C.) LTD. | C | C | C | C |
| SHAW RADIO LTD. | B | C | C | C |
| SKYLINE CABLEVISION LIMITED | C | C | C | C |
| SOCIETE CANADIENNE DES POSTES | C | C | C | C |
| SOCIETE RADIO-CANADA | C | C | C | C |
| SPORTS NETWORK | B | C | B | B |
| STANDARD RADIO INC. | A | C | C | C |
| SUNWAPTA BROADCASTING LIMITED, A DIVISION OF ELECTROHOME LIMITED | B | C | C | C |
| TELE-METROPOLE INC. | C | C | C | C |
| TELECOMMUNICATIONS TERRA NOVA INC. | C | C | C | C |
| TELEGLOBE CANADA INC. | C | C | C | B |
| TELEMEDIA COMMUNICATIONS INC. | C | C | C | C |
| TELEMEDIA COMMUNICATIONS ONTARIO INC. | B | A | C | C |
| TELESAT CANADA | C | C | C | A |
| TRANSPORT RAPIDE INTERNATIONAL DHL LTEE. | B | C | B | A |
| TRANSPORTS MAYNE NICKLESS INC. | B | B | B | C |
| TRILLIUM CABLE COMMUNICATIONS LIMITED | A | C | A | A |
| UNITED PARCEL SERVICES DU CANADA LTEE. | C | C | C | A |
| VIDEOTRON LTEE. | C | C | A | C |
| WESTCOM RADIO GROUP LTD. | C | C | C | C |
| WESTERN APPROACHES LIMITED | C | C | A | B |
| WESTERN CABLESYSTEMS LTD. | B | A | C | B |
| WESTERN MANITOBA BROADCASTERS LIMITED | B | B | C | C |
| WINNIPEG VIDEON INCORPORATED | B | C | C | B |

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| CFTO TV LIMITED | A | C | C | A |
| CHEK-TV LIMITED | C | C | C | C |
| CHUM LIMITED | B | C | C | C |
| CKCK BROADCASTING LIMITED PARTNERSHIP | C | C | C | C |
| CKNX BROADCASTING LIMITED | C | C | C | C |
| CKO INCORPORATED | A | C | C | C |
| CNCP TELECOMMUNICATIONS | C | B | C | A |
| COMMUNICATIONS MACLEAN HUNTER INC. | A | C | C | A |
| COMMUNICATIONS PAR SATELLITE CANADIEN INC. | B | C | C | C |
| COMPAGNIE DE TELEPHONE DE LA COLOMBIE-BRITANNIQUE | B | C | C | B |
| CTV TELEVISION NETWORK LTD. | B | C | C | C |
| FEDERAL EXPRESS CANADA LTEE. | C | A | C | A |
| FRONTENAC BROADCASTING COMPANY LTD. | A | C | C | C |
| FUNDY CABLE LTEE. | B | C | A | A |
| GLOBAL COMMUNICATIONS LIMITED | B | C | C | B |
| INDUSTRIES JIM PATTISON LTEE. | A | C | C | C |
| KAWARTHA BROADCASTING COMPANY LIMITED | C | C | C | C |
| KEY RADIO LIMITED | A | C | C | C |
| MACLEAN HUNTER CABLE TV, A DIVISION OF MACLEAN HUNTER LIMITED | B | C | B | B |
| MID-CANADA COMMUNICATIONS (CANADA) CORP. | B | C | C | C |
| MIDDLESEX LAMBTON COMMUNICATIONS CORPORATION | A | C | C | C |
| MOFFAT COMMUNICATIONS LIMITED | B | C | C | C |
| MONARCH BROADCASTING LTD. | B | C | C | C |
| MULTILINGUAL TELEVISION (TORONTO) LIMITED | C | C | C | A |
| NATION'S CAPITAL TELEVISION INCORPORATED | B | C | B | C |
| NATIONAL MOBILE RADIO COMMUNICATIONS INC. | C | C | C | C |
| NATIONAL PAGETTE LTD. | A | C | C | A |
| NIAGARA TELEVISION LIMITED | C | C | C | C |
| NOROUESTEL INC. | C | C | C | C |
| NORTHERN CABLE SERVICES LIMITED | B | B | B | C |
| NORTHERN TELECOM CANADA LIMITEE | C | C | B | B |
| NORTHERN TELEPHONE LIMITED | B | A | C | C |
| OTTAWA CABLEVISION LIMITED | C | A | C | C |
| QCTV LTD. | A | C | B | C |
| RADIO 1540 LIMITED | A | C | C | A |

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| ULS CORPORATION INC. | C | C | C | C |
| VAN-KAM FREIGHTWAYS LTD. | C | C | C | C |
| VIA RAIL CANADA INC. | B | B | B | A |
| VOYAGEUR COLONIAL LIMITED | C | C | C | C |
| VOYAGEUR INC. | C | C | C | C |
| W.J. MOWAT LIMITED | C | C | C | A |
| WARDAIR INTERNATIONAL LTD. | A | C | C | A |
| WESTCAN BULK TRANSPORT LTD. | C | C | C | C |
| WESTCOAST ENERGY INC. | C | C | A | C |
| WESTERN CARTAGE AND STORAGE (1962) LTD. | C | C | C | C |
| WESTERN STEVEDORING COMPANY LIMITED | C | C | C | C |
| WESTSHORE TERMINALS LTD. | C | C | C | C |
| WHITE PASS SYSTEMS LTD. | C | A | C | C |
| WHITE PASS TRANSPORTATION LIMITED | C | C | C | C |
| WORLDWAYS CANADA LTD. | B | C | C | A |
| YELLOW FREIGHT SYSTEM OF ONTARIO INC. | C | C | C | C |
| YUKON ALASKA TRANSPORT LTD./ALASKA WEST EXPRESS INC. | C | C | C | C |

Évaluation des employeurs dans le *secteur des communications* pour chaque groupe désignés

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| ALLARCOM LIMITED | C | C | C | C |
| ARMADALE COMMUNICATIONS LTD. | B | C | C | C |
| BELL CANADA | B | C | C | B |
| BELL CELLULAIRE INC. | B | C | C | B |
| BRITISH COLUMBIA TELEVISION BROADCASTING SYSTEM LTD. | C | C | C | B |
| CABLECASTING LIMITED | B | C | C | A |
| CABLENET LIMITED | A | C | A | C |
| CALGARY TELEVISION LIMITED | C | C | C | B |
| CANTEL INC. | A | C | C | A |
| CANWEST BROADCASTING LTD. | B | C | C | C |
| CAP COMMUNICATIONS, A DIVISION OF ELECTROHOME LIMITED | C | C | C | C |
| CFCF INC. | B | C | C | C |
| CFCN COMMUNICATIONS LIMITED | B | C | A | C |
| CFCN LTD. | C | C | C | C |
| CFPL BROADCASTING LIMITED | C | C | C | C |
| CFQC BROADCASTING | C | C | C | C |

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| RICHARDS TRANSPORT LTD. | C | C | C | A |
| RIVTOW STRAITS LIMITED | C | A | A | A |
| SCARBORO MOVERS LIMITED | C | B | B | A |
| SEALAND HELICOPTERS LIMITED | C | C | C | C |
| SEASPAN INTERNATIONAL LTD. | C | B | B | C |
| SERVICE DE LIMOUSINE MURRAY HILL LTEE. | B | C | C | A |
| SERVICES D'AVIATION GENERAL HUDSON (TORONTO) INCORPOREE | B | C | C | C |
| SLACK TRANSPORT LIMITED | B | C | C | C |
| SMT (EASTERN) LIMITED | C | A | A | C |
| SOCANAV INC. | C | B | C | B |
| SOCIETE CANADIENNE DES PORTS | C | C | C | C |
| SOCIETE D'ELECTROLYSE ET DE CHIMIE ALCAN | C | C | B | C |
| SOCIETE DU PORT DE MONTREAL | C | C | B | B |
| SOCIETE DU PORT DE VANCOUVER | B | C | C | A |
| SOUNDAIR CORPORATION | B | C | C | C |
| TAGGART SERVICES LIMITED | C | C | C | C |
| TALLMAN TRANSPORTS LTD. | C | C | C | C |
| TANK TRUCK TRANSPORT LIMITED | C | C | C | C |
| THIBODEAU-FINCH EXPRESS INC. | C | B | C | C |
| THOMPSON'S TRANSFER CO. LIMITED | C | C | C | C |
| TIME AIR INC. | B | C | C | C |
| TIPPET RICHARDSON LIMITED | C | A | B | B |
| TNT CANADA INC. | C | C | C | C |
| TORONTO AIRWAYS LIMITED | B | B | C | B |
| TORONTO HARBOUR COMMISSIONERS | C | C | B | A |
| TORONTO HELICOPTERS LIMITED | C | B | C | C |
| TORONTO TERMINALS RAILWAY COMPANY | C | B | A | B |
| TRANS MOUNTAIN PIPE LINE COMPANY LTD. | C | C | B | A |
| TRANSCANADA PIPELINES LIMITED | C | C | C | A |
| TRANSPORT DESGAGNES INC. | B | C | C | B |
| TRANSPORT G.T.L. INC. | C | C | C | C |
| TRANSPORT GUILBAULT INC. | C | C | C | C |
| TRANSPORT KLEYSEN LTEE. | C | C | C | A |
| TRANSPORT MCCALLUM (QUEBEC) INC. | C | C | A | C |
| TRANSPORT MIDLAND LTEE | B | B | B | C |
| TRANSPORT ROBERT (1973) LTEE. | C | C | C | C |
| TRANSPORT THIBODEAU INC. | C | C | C | C |
| TRANSPORTS KINGSWAY LTEE. | C | C | C | C |
| TRANSPORTS PROVOST INC. | C | A | B | C |
| TRANSX LTD. | C | C | C | C |
| TRILINE EXPRESSWAYS LTD. | C | C | C | C |
| TRIMAC TRANSPORTATION MANAGEMENT LTD. | B | C | C | B |

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| LIGNES AERIENNES CANADIEN INTERNATIONAL | B | C | C | B |
| LIGNES AERIENNES INTER-QUEBEC INC. | B | C | C | C |
| LIQUID CARGO LINES LIMITED | C | C | C | B |
| LOGISTEC CORPORATION | C | C | C | C |
| LUFTHANSA GERMAN AIRLINES | A | C | C | A |
| MACCOSHAM VAN LINES (CANADA) CO. LTD. | B | C | C | C |
| MARINE ATLANTIC S.C.C. | C | C | B | C |
| MARIS TRANSPORT LIMITED | C | A | C | C |
| MARITIME ONTARIO FREIGHT LINES LTD. | C | C | C | C |
| MCCALLUM TRANSPORT INCORPORATED | C | C | C | C |
| MCKINLAY TRANSPORT LTD. | C | C | C | C |
| MCL MOTOR CARRIERS LIMITED | C | A | A | C |
| MESSAGERIES GLOBAL INC. | B | C | C | C |
| MIDLAND NEWFOUNDLAND LIMITED | C | C | B | C |
| MISENER HOLDINGS LIMITED | C | A | C | B |
| MONTREAL SHIPPING INC. | A | C | C | C |
| MULLEN TRUCKING LTD. | B | A | C | C |
| MUNICIPAL TANK LINES LIMITED | C | A | C | C |
| N.M. PATERSON & SONS LIMITED | C | C | C | B |
| NESEL FAST FREIGHT INC. | C | C | C | C |
| NOLISAIR INTERNATIONAL INCORPORE | A | C | C | C |
| NORCROS INDUSTRIES LIMITED | C | C | C | C |
| NORTH AMERICAN VAN LINES CANADA LTD. | B | C | C | B |
| NORTHERN TRANSPORTATION COMPANY LIMITED | C | B | C | C |
| NORTHUMBERLAND FERRIES LIMITED | B | C | C | C |
| NORTHWEST INDUSTRIES LIMITED | C | C | A | A |
| NORTHWEST TERRITORIAL AIRWAYS LTD. | C | C | C | B |
| OKANAGAN HELICOPTERS LTD. | C | C | C | B |
| ONTARIO EXPRESS LTD. | B | A | C | A |
| OOCL (CANADA) INC. | A | C | C | A |
| PACIFIC WESTERN TRANSPORTATION LTD. | A | C | C | C |
| PAUL'S HAULING LTD. | C | A | C | B |
| PENETANG-MIDLAND COACH LINES LTD. | A | A | A | C |
| PENNER INTERNATIONAL INC. | C | C | C | C |
| PIPELINES TRANS-NORD INC. | C | C | B | C |
| POLE STAR TRANSPORT INC. | C | B | C | C |
| PORTER TRUCKING LTD. | C | C | C | C |
| PRAIRIE DRIVING SERVICES LTD. | C | B | C | C |
| QUEBECAIR-AIR QUEBEC INC. | A | C | C | C |
| R AND D MID-ISLE STEVEDORING LTD. | C | C | C | C |
| REIMER EXPRESS LTEE. | C | C | C | C |
| REMPEL TRAIL TRANSPORTATION LTD. | C | C | C | C |

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| EMERY AIR FREIGHT | A | B | C | A |
| EMPIRE STEVEDORING COMPANY LTD. | C | C | A | C |
| ENERCHEM TRANSPORT INC. | C | A | C | B |
| ENTREPRISE DE DEMENAGEMENT ET D'ENTREPOSAGE WILLIAMS (C.B.) LTEE. | C | B | C | C |
| ENTREPRISES INNOTECH AVIATION LIMITEE | C | A | C | A |
| ERB TRANSPORT LIMITED | C | C | C | C |
| EXECAIRE INC. | C | C | C | C |
| FEDNAV LIMITEE | B | C | C | A |
| FIELD AVIATION COMPANY LIMITED | B | C | C | B |
| FREDERICK TRANSPORT LIMITED | A | C | C | C |
| FRERES ARNOLD TRANSPORT LTEE. | C | C | C | C |
| G.M. ARMOUR & SON LTD | C | C | C | C |
| GRAY COACH LINES LIMITED | C | C | C | C |
| GREY GOOSE BUS LINES (ALBERTA), A DIVISION OF GREY GOOSE CORPORATION LIMITED | B | C | C | C |
| GREY GOOSE BUS LINES (MANITOBA) LTD. | B | C | C | A |
| GREYHOUND LINES OF CANADA LTD. | C | C | C | C |
| GRIMSHAW TRUCKING AND DISTRIBUTING LTD. | C | C | B | C |
| GROUPE CSL INC. | C | A | C | A |
| H & R TRANSPORT LIMITED | C | C | C | C |
| H.M. TRIMBLE & SONS (1983) LTD. | C | C | C | C |
| HELICOPTERES VIKING LIMITEE | C | C | C | C |
| HENDRIE TRANSPORTATION INC. | C | C | C | C |
| HOUSEHOLD MOVERS & SHIPPERS LIMITED | C | C | C | B |
| HUDSON GENERAL AVIATION SERVICES (CALGARY) INC. | B | C | C | C |
| HUDSON GENERAL AVIATION SERVICES INC. | B | C | C | C |
| IMPERIAL ROADWAYS LTEE. | C | B | C | C |
| J.I. DENURE (CHATHAM) LIMITED | A | A | C | C |
| JOHN GRANT HAULAGE LIMITED | C | B | C | C |
| KENT LINE LIMITED | C | C | C | B |
| KINDERSLEY TRANSPORT LTD. | C | C | C | C |
| KINGCOME NAVIGATION COMPANY LTD. | C | A | C | C |
| KLM LIGNES AERIENNES NEERLANDAISES | A | C | C | A |
| LAIDLAW CARRIERS INC. | C | C | B | C |
| LAKEHEAD FREIGHTWAYS LIMITED | C | A | C | C |
| LIGNES AERIENNES CANADA 3000 LIMITEE | B | C | C | B |

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| BURLINGTON AIR EXPRESS (CANADA) LTD. | A | C | C | A |
| BURLINGTON NORTHERN RAILROAD | C | C | C | C |
| BYERS TRANSPORT LIMITED | C | C | A | B |
| CABANO EXPEDITEX | C | * | * | * |
| CALM AIR INTERNATIONAL LTD. | B | A | C | C |
| CAMIONNAGE INTER-CITY (CANADA) INC. | C | C | C | C |
| CAN-TRUCK TRANSPORTATION LIMITED | C | B | C | C |
| CANADA CARTAGE SYSTEM LTD. | C | C | C | B |
| CANADA MESSENGER & TRANSPORTATION SYSTEMS INC. | C | C | C | C |
| CANADA STEVEDORING COMPANY LIMITED | C | C | C | A |
| CANADA TRANSPORT LIMITED | C | C | B | C |
| CANADIAN FREIGHTWAYS EASTERN LIMITED | C | A | C | C |
| CANADIAN FREIGHTWAYS LIMITED | C | C | C | C |
| CANADIAN MOTORWAYS LTD. | C | B | C | C |
| CANADIAN PACIFIC EXPRESS AND TRANSPORT LTD. | C | C | B | C |
| CANADIEN PACIFIQUE LIMITEE | A | C | C | A |
| CARLETON BUS LINES (ANTRIM) LIMITED | B | C | B | C |
| CAST AMERIQUE DU NORD (1983) INC. | A | B | B | A |
| CATHAY PACIFIC AIRWAYS LIMITED | B | C | C | A |
| CHEMIN DE FER QNS&L | C | A | C | C |
| CITE EXPRESS | B | C | C | A |
| COMMISSION DE TRANSPORT DE LA COMMUNAUTE REGIONALE DE L'OUTAOUAIS | C | C | C | B |
| COMMISSION DE TRANSPORT REGIONALE D'OTTAWA-CARLETON | C | A | A | B |
| COMPAGNIE DES CHEMINS DE FER NATIONAUX DU CANADA | C | B | B | B |
| COMPAGNIE PETROLIERE IMPERIALE LTEE. | C | B | C | C |
| COMPAGNIE PIPELINE INTERPROVINCIALE, DIVISION D'ENERGIE INTERHOME INC. | C | C | C | C |
| CONAIR AVIATION LTD. | B | B | C | C |
| COURTAGE PEACE BRIDGE LIMITEE | A | A | B | B |
| CP RAIL-DIVISION CANADIAN PACIFIC LIMITED | C | B | B | B |
| CSX TRANSPORTATION INC. | C | C | C | C |
| DAY & ROSS INC. | B | C | C | C |
| DELTA AIR LINES INC. | C | C | C | C |

*Un astérisque indique qu'il a été impossible d'évaluer un employeur pour un groupe désigné en raison d'erreurs contenues dans les données soumises

Évaluation des employeurs dans le *secteur des transports* pour chaque groupe désignés

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| 161686 CANADA LIMITED | C | B | B | C |
| A.J. BUS LINES LTD. | A | B | C | C |
| A.W. FOSTER & SONS LTD. | C | A | C | C |
| ACL AUTOMOBILE CARRIERS LIMITED | C | A | A | C |
| ACL CANADA INC. | B | C | C | A |
| ADMINISTRATION DE LA VOIE MARITIME DU SAINT-LAURENT | C | A | B | C |
| ADMINISTRATION DE PILOTAGE DES GRANDS LACS, LTEE. | C | C | C | C |
| AEROSERVICES J.T. INC. | B | C | C | C |
| AGENCES CANADA MARITIME LIMITEE | A | C | C | A |
| AIR ALLIANCE INC. | A | C | C | C |
| AIR ATLANTIC LTD. | A | C | C | C |
| AIR CANADA | B | B | C | C |
| AIR FRANCE | A | C | C | B |
| AIR INUIT (1985) LTD. | A | A | C | B |
| AIR NOVA INC. | A | C | C | B |
| AIR ONTARIO INC. | B | A | B | C |
| AIR TRANSAT A.T. INC. | A | C | C | C |
| AIRBC LIMITED | A | B | C | C |
| ALGOMA CENTRAL RAILWAY | C | A | B | C |
| AMERICAN AIRLINES INC. | A | B | C | B |
| AMJ CAMPBELL VAN LINES INC. | B | C | C | C |
| AMR GROUND HANDLING SERVICES | A | C | B | A |
| ARCTIC TRANSPORTATION LTD. | B | C | C | A |
| ARROW TRANSPORTATION SYSTEM INC. | C | B | C | C |
| ASSOCIATION D'EMPLOYEURS MARITIMES DE COLOMBIE-BRITANNIQUE | C | B | C | C |
| ASSOCIATION DES EMPLOYEURS MARITIMES | C | C | C | C |
| ASSOCIATION DU TRANSPORT AERIEN INTERNATIONAL | B | C | C | A |
| ATLANTIC TOWING LTD. | C | C | C | B |
| ATOMIC TRANSPORTATION SYSTEM INC. | C | C | C | C |
| AUTO HAULAWAY INC. | C | C | C | C |
| BEARSKIN LAKE AIR SERVICE LTD. | B | A | C | C |
| BIG WHEELS TRANSPORT & LEASING LTD. | B | C | C | C |
| BILL THOMPSON TRANSPORT LIMITED | B | C | C | C |
| BLINDES LOOMIS LTEE. | C | C | C | C |
| BOYD MOVING AND STORAGE LIMITED | C | C | A | C |
| BRADLEY AIR SERVICES LIMITED | B | C | C | B |
| BRITISH AIRWAYS PLC | B | C | C | B |

Évaluation des employeurs dans le *secteur bancaire* pour chaque groupe désignés

| | FEMMES | AUTOCHTONES | PERSONNES HANDICAPÉES | MEMBRES DES MINORITÉS VISIBLES |
|---|---|---|---|---|
| BANQUE BARCLAYS DU CANADA | C | C | C | A |
| BANQUE CANADIENNE DE L'OUEST | A | C | C | B |
| BANQUE CANADIENNE IMPERIALE DE COMMERCE | B | C | A | C |
| BANQUE CHASE MANHATTAN DU CANADA | A | C | C | B |
| BANQUE COMMERCIALE ITALIENNE DU CANADA | B | C | C | A |
| BANQUE D'AMERIQUE DU CANADA | A | C | C | A |
| BANQUE DE CREDIT ET DE COMMERCE (CANADA) | B | C | C | A |
| BANQUE DE MONTREAL | A | C | C | C |
| BANQUE DE NOUVELLE-ECOSSE | B | B | C | C |
| BANQUE DU CANADA | A | C | C | B |
| BANQUE HONGKONG DU CANADA | B | C | C | B |
| BANQUE LAURENTIENNE DU CANADA | B | C | C | C |
| BANQUE LLOYDS DU CANADA | B | C | C | C |
| BANQUE MORGAN DU CANADA | B | C | C | B |
| BANQUE NATIONALE DE GRECE (CANADA) | A | C | C | C |
| BANQUE NATIONALE DU CANADA | B | C | C | C |
| BANQUE NATIONALE DE PARIS (CANADA) | B | C | B | B |
| BANQUE ROYALE DU CANADA | B | C | C | C |
| BANQUE STANDARD CHARTERED DU CANADA | B | C | C | A |
| BANQUE TORONTO-DOMINION | B | C | C | B |
| CITIBANQUE CANADA | B | C | B | B |
| SOCIETE DE BANQUE SUISSE (CANADA) | C | C | B | C |
| SOCIETE GENERALE (CANADA) | B | C | C | B |
| UNION DE BANQUES SUISSES (CANADA) | B | C | C | B |

La première, la catégorie A, se compose des employeurs qui font état dans leur effectif d'un taux de représentation des membres d'un groupe désigné donné proche du taux de représentation de ce groupe dans la population active, et dont les résultats à l'égard des autres indicateurs sont supérieurs aux résultats moyens des employeurs du secteur.

La représentation du groupe désigné au sein de l'effectif des employeurs de la deuxième catégorie, la catégorie B, est notablement inférieure aux taux de représentation du groupe dans la population active et, selon les autres indicateurs, les résultats de ces employeurs correspondent à la moyenne de leur secteur.

Les employeurs de la troisième catégorie, la catégorie C, sont ceux dont l'effectif ne comprend aucun membre du groupe désigné, ou un nombre très inférieur aux taux de représentation du groupe dans la population active, et dont les résultats à l'égard des autres indicateurs sont inférieurs à la moyenne des employeurs du même secteur.

En réalité, les catégories sont moins homogènes que ne le feraient croire les descriptions simplifiées données ci-dessus. C'est en fonction de la combinaison des cinq indicateurs que l'on détermine la catégorie d'un employeur. Chaque catégorie comprend donc des employeurs dont les résultats sont très dissemblables à l'égard des différents indicateurs.

Étant donné que l'on accorde davantage de poids au premier indicateur, plus la représentation du groupe désigné est forte au sein de l'effectif, plus l'employeur a de chances d'être classé dans la catégorie A. Il ne le sera pas si, selon les données pondérées utilisées dans le premier indicateur, le taux de représentation des autochtones et des personnes handicapées dans son personnel est inférieur à la moitié du taux de participation de ces groupes dans la population active. Inversement, une entreprise n'est pas classée dans la catégorie C si elle fait état d'une représentation égale ou supérieure à 90 % de cette représentation pondérée.

Différents critères s'appliquent aux membres des deux autres groupes désignés, soit les femmes et les membres des minorités visibles. Le deuxième indicateur, qui correspond au taux de représentation du groupe considéré dans les catégories professionnelles autres que celle des employés de bureau, a été retenu en raison de la plus forte représentation des deux groupes susmentionnés au sein du personnel de la plupart des entreprises. En permettant de vérifier la concentration professionnelle des membres du groupe désigné considéré, il ajoute de la souplesse au premier indicateur.

## Classement

Le classement des employeurs en trois catégories tel qu'il figure ci-dessous, a été effectué pour chaque secteur et pour chaque groupe désigné. Veuillez noter que la liste des employeurs de chaque catégorie est donnée par ordre alphabétique.

employeurs passent en revue leurs systèmes et pratiques d'emploi afin de déterminer la proportion de membres des groupes désignés parmi les salariés recrutés, ayant reçu une promotion ou ayant cessé leurs fonctions. Les données ainsi obtenues, qui figurent dans les rapports sur l'équité en matière d'emploi, renseignent sur deux aspects de l'équité : le profil existant des groupes désignés au sein de l'effectif et l'ampleur des changements intervenus dans la représentation en raison du recrutement, des promotions et des cessations de fonctions.

Les éléments suivants sont examinés pour l'évaluation des résultats obtenus par l'employeur en matière d'équité :

- le profil existant des groupes désignés, c'est-à-dire leur représentation au sein de l'entreprise, par comparaison avec leur représentation dans l'ensemble de la population active;
- les possibilités de changement s'offrant à l'employeur et le nombre de ces possibilités auxquelles ont accès les membres des groupes désignés (c'est-à-dire, le taux de croissance possible et le pourcentage de membres des groupes désignés parmi les salariés nouvellement recrutés et ceux qui ont été promus) ainsi que l'incidence nette du recrutement et des cessations de fonctions de membres des groupes désignés.
- un troisième élément, soit le degré de difficulté éprouvé par un employeur à assurer une représentation équitable d'un groupe désigné particulier, ne peut être apprécié si l'on ne dispose pas de renseignements très précis sur la situation de l'entreprise, ses perspectives d'avenir et les différentes professions représentées dans son effectif, et si l'on ne comprend pas les difficultés qui se rattachent au processus d'accueillir des membres des divers groupes désignés. Etant donné que les rapports sur l'équité en matière d'emploi fournissent essentiellement des données objectives quantifiables, l'évaluation des résultats se fonde uniquement sur des indicateurs quantitatifs traduisant le degré de représentation et le degré de changement.

## Méthode

Fait important pour l'évaluation des résultats de l'employeur, la mise en œuvre de l'équité en matière d'emploi pose des problèmes différents dans chaque branche d'activité, en raison de la nature même des activités. C'est pourquoi les résultats de chaque employeur sont évalués par comparaison avec ceux des autres employeurs du même secteur.

Les indicateurs de classement sont établis à partir des données figurant dans les rapports des employeurs. Les données utilisées pour la comparaison avec le taux de représentation des groupes dans la population active sont fondées sur des chiffres rassemblés par la Direction générale de l'équité en matière d'emploi, Emploi et Immigration Canada (voir la note 1 des « Précisions techniques sur le classement », à la fin du présent chapitre).

On a recours à cinq indicateurs pour classer les employeurs (pour une description plus détaillée de ceux-ci, voir les « Précisions techniques sur le classement », à la fin de ce chapitre) :

1. La représentation du groupe désigné, par comparaison avec les données sur la représentation de ce groupe dans la population active, pondérées selon la province.
2. La représentation du groupe désigné dans les catégories professionnelles autres que celle des employés de bureau. (Ce calcul n'est utilisé que pour les femmes et les membres des minorités visibles, seuls groupes pour lesquels les chiffres sont assez importants.)
3. Le rapport entre la proportion d'hommes blancs non handicapés gagnant moins de 25 000 $ et la proportion correspondante de membres du groupe désigné.
4. Le taux d'accroissement de la représentation du groupe désigné.
5. Le nombre de promotions obtenues par des membres du groupe désigné, proportionnellement aux taux de représentation du groupe.

Bien que les cinq indicateurs soient tous importants et reflètent différents aspects des résultats obtenus par l'employeur, le premier, qui compare le taux de représentation du groupe désigné au sein de l'entreprise avec les données sur la représentation de ce groupe dans la population active, a davantage de poids dans le processus de classement. Selon l'évaluation de ses résultats, chaque employeur est classé dans l'une des trois catégories distinctes pour chaque secteur.

# 4

# ÉVALUATION DES RÉSULTATS DES EMPLOYEURS

*« L'employeur . . .*
*(b) . . . [instaure des usages et des règles, prend des mesures raisonnables d'adaptation] pour que le nombre de membres [des groupes désignés] soit au moins proportionnel à leur représentation*
*(i) au sein de la population active,*
*(ii) dans les secteurs de la population active susceptibles d'être distingués en fonction des critères de compétence, d'admissibilité ou d'ordre géographique. . . .»*

*— Loi sur l'équité en matière d'emploi, article 4*

## Sommaire

Le présent chapitre explique la méthode suivie pour évaluer les résultats obtenus par les employeurs dans l'application des dispositions de la Loi sur l'équité en matière d'emploi. Les comparaisons entre les employeurs ont été établies par secteur, étant donné que généralement, la mise en œuvre de l'équité dans une activité donnée entraîne des difficultés qui lui sont particulières. Les employeurs sont classés en trois catégories selon les résultats qu'ils ont obtenu à l'égard de cinq indicateurs d'équité. Le classement indique quels employeurs ont obtenu des résultats supérieurs ou inférieurs à la moyenne de leur secteur. Il est toutefois clair que cette évaluation n'indique pas les progrès réalisés par les employeurs en chiffres absolus.

Au cours des prochaines années, la Direction générale de l'équité en matière d'emploi espère être en mesure d'apprécier le degré de difficulté que présente la réalisation de l'équité, et de mesurer la portée et le rythme des changements se produisant dans les entreprises.

L'appréciation des progrès continuera de se faire essentiellement en fonction de deux éléments : quelles possibilités de changement s'offrent aux employeurs et dans quelle mesure les employeurs saisissent ces possibilités pour rendre leur effectif représentatif.

## Contexte

Aux termes de la Loi sur l'équité en matière d'emploi, les employeurs sont tenus de mettre en œuvre des programmes d'équité visant à assurer au sein de leur organisme une représentation des groupes désignés qui est au moins proportionnelle à la représentation de ces groupes dans la collectivité.

Comme on l'a mentionné au chapitre intitulé « Réalisation de l'équité en matière d'emploi », chaque employeur analyse la composition de son effectif et la compare à la disponibilité, dans la population active, des membres des groupes désignés, à partir de quoi il pourra se fixer des objectifs et un calendrier de mise en œuvre de l'équité. Par ailleurs, les

**Tableau 8**

**Recrutements et promotions des membres des minorités visibles occupant un emploi à temps plein selon la branche d'activité et la catégorie professionnelle**

| | Banques | | | | Transports | | | | Communications | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Recrutés** | **Promus** | **Part des recrutements** | **Part des promotions** | **Recrutés** | **Promus** | **Part des recrutements** | **Part des promotions** | **Recrutés** | **Promus** | **Part des recrutements** | **Part des promotions** |
| Cadres supérieurs | 4 | 7 | 6,45 % | 2,93 % | 4 | 4 | 3,28 % | 2,22 % | 2 | 0 | 2,41 % | 0,00 % |
| Cadres intermédiaires et autres cadres | 327 | 801 | 14,08 % | 6,75 % | 25 | 50 | 3,08 % | 2,92 % | 32 | 83 | 3,45 % | 4,02 % |
| Professionnels | 311 | 611 | 18,02 % | 13,01 % | 82 | 29 | 10,42 % | 7,02 % | 68 | 60 | 11,30 % | 12,47 % |
| Semi-professionnels et techniciens | 15 | 20 | 9,04 % | 4,59 % | 44 | 35 | 2,63 % | 2,66 % | 51 | 25 | 2,84 % | 2,62 % |
| Surveillants | 51 | 353 | 17,77 % | 12,12 % | 17 | 30 | 4,56 % | 4,44 % | 6 | 29 | 4,03 % | 3,22 % |
| Contremaîtres | 0 | 1 | S/O | 16,67 % | 10 | 29 | 3,01 % | 2,18 % | 1 | 2 | 3,57 % | 1,31 % |
| Employés de bureau | 1 928 | 2 131 | 17,88 % | 13,25 % | 435 | 123 | 6,50 % | 4,27 % | 262 | 234 | 7,85 % | 4,49 % |
| Employés du secteur de la vente | 6 | 10 | 9,23 % | 8,85 % | 72 | 10 | 4,96 % | 3,30 % | 43 | 11 | 4,62 % | 2,72 % |
| Employés du secteur des services | 6 | 2 | 8,70 % | 9,52 % | 132 | 10 | 4,53 % | 4,69 % | 1 | 0 | 2,78 % | 0,00 % |
| Travailleurs qualifiés et artisans | 2 | 3 | 11,11 % | 11,54 % | 264 | 57 | 9,01 % | 3,62 % | 47 | 38 | 4,57 % | 4,62 % |
| Travailleurs manuels spécialisés | 0 | 1 | 0,00 % | 11,11 % | 255 | 26 | 2,63 % | 1,64 % | 39 | 11 | 7,32 % | 4,06 % |
| Autres travailleurs manuels | 2 | 0 | 5,88 % | 0,00 % | 125 | 17 | 2,36 % | 1,77 % | 68 | 8 | 9,23 % | 6,84 % |
| Nombre total de salariés | 2 652 | 3 940 | 17,07 % | 10,82 % | 1 465 | 420 | 4,43 % | 3,20 % | 620 | 501 | 6,09 % | 4,36 % |

| | Autres branches d'activité | | | | Toutes les branches d'activité | | | |
|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Recrutés** | **Promus** | **Part des recrutements** | **Part des promotions** | **Recrutés** | **Promus** | **Part des recrutements** | **Part des promotions** |
| Cadres supérieurs | 0 | 1 | 0,00 % | 1,67 % | 10 | 12 | 3,30 % | 2,02 % |
| Cadres intermédiaires et autres cadres | 9 | 17 | 4,76 % | 2,62 % | 393 | 951 | 9,24 % | 5,84 % |
| Professionnels | 38 | 34 | 7,41 % | 6,19 % | 499 | 734 | 13,75 % | 11,95 % |
| Semi-professionnels et techniciens | 21 | 11 | 6,31 % | 3,01 % | 131 | 91 | 3,30 % | 2,96 % |
| Surveillants | 1 | 11 | 2,70 % | 6,40 % | 75 | 423 | 8,87 % | 9,08 % |
| Contremaîtres | 0 | 2 | 0,00 % | 1,05 % | 11 | 34 | 2,89 % | 2,02 % |
| Employés de bureau | 49 | 21 | 6,61 % | 3,06 % | 2 674 | 2 509 | 12,41 % | 10,09 % |
| Employés du secteur de la vente | 3 | 2 | 3,37 % | 3,51 % | 124 | 33 | 4,89 % | 3,76 % |
| Employés du secteur des services | 59 | 0 | 13,69 % | 0,00 % | 198 | 12 | 5,74 % | 4,43 % |
| Travailleurs qualifiés et artisans | 3 | 2 | 1,48 % | 1,10 % | 316 | 100 | 7,56 % | 3,84 % |
| Travailleurs manuels spécialisés | 7 | 7 | 1,82 % | 1,43 % | 301 | 45 | 2,84 % | 1,91 % |
| Autres travailleurs manuels | 12 | 5 | 1,02 % | 1,21 % | 207 | 30 | 2,86 % | 2,00 % |
| Nombre total de salariés | 202 | 113 | 4,86 % | 2,94 % | 4 939 | 4 974 | 7,85 % | 7,66 % |

**Tableau 6**
**Salaires moyens estimatifs des membres des minorités visibles selon la catégorie d'emploi, la branche d'activité et le sexe**

| Branche d'activité | | Membres des minorités visibles | | |
|---|---|---|---|---|
| | | Temps plein | Temps partiel | Toutes les catégories |
| Banques | Total | 26 629 $ | 12 005 $ | 24 939 $ |
| | Hommes | 33 959 $ | 11 775 $ | 32 492 $ |
| | Femmes | 23 878 $ | 12 046 $ | 22 297 $ |
| | Femmes/Hommes | 70.31 % | 102.30 % | 68.62 % |
| Transports | Total | 31 596 $ | 11 123 $ | 30 289 $ |
| | Hommes | 33 619 $ | 12 218 $ | 32 627 $ |
| | Femmes | 25 515 $ | 9 844 $ | 23 745 $ |
| | Femmes/Hommes | 75.90 % | 80.57 % | 72.78 % |
| Communications | Total | 32 948 $ | 18 609 $ | 31 175 $ |
| | Hommes | 36 074 $ | 17 562 $ | 34 493 $ |
| | Femmes | 28 305 $ | 19 277 $ | 26 749 $ |
| | Femmes/Hommes | 78.46 % | 109.77 % | 77.55 % |
| Autres branches d'activité | Total | 35 455 $ | 10 279 $ | 33 835 $ |
| | Hommes | 40 111 $ | 10 416 $ | 38 876 $ |
| | Femmes | 25 329 $ | 10 190 $ | 23 666 $ |
| | Femmes/Hommes | 63.15 % | 97.83 % | 60.88 % |
| Toutes les branches d'activité | Total | 29 400 $ | 13 704 $ | 27 747 $ |
| | Hommes | 34 837 $ | 14 195 $ | 33 516 $ |
| | Femmes | 24 789 $ | 13 521 $ | 23 227 $ |
| | Femmes/Hommes | 71.16 % | 95.25 % | 69.30 % |

**Tableau 7**
**Recrutements, cessations de fonctions et effet net pour les membres des minorités visibles selon la branche d'activité et le sexe**

| Branche d'activité | | Temps plein | | | Temps partiel | | | Toutes les catégories | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Recrute-ments | Cessations de fonctions | Effet net | Recrute-ments | Cessations de fonctions | Effet net | Recrute-ments | Cessations de fonctions | Effet net |
| Banques | Total | 2 652 | 1 768 | 884 | 830 | 507 | 323 | 3 491 | 2 317 | 1 174 |
| | Hommes | 960 | 537 | 423 | 186 | 97 | 89 | 1 153 | 645 | 508 |
| | Femmes | 1 692 | 1 231 | 461 | 644 | 410 | 234 | 2 338 | 1 672 | 666 |
| Transports | Total | 1 465 | 709 | 756 | 348 | 178 | 170 | 1 854 | 906 | 948 |
| | Hommes | 917 | 514 | 403 | 199 | 98 | 101 | 1 143 | 623 | 520 |
| | Femmes | 548 | 195 | 353 | 149 | 80 | 69 | 711 | 283 | 428 |
| Communications | Total | 620 | 468 | 152 | 818 | 601 | 217 | 1 477 | 1 094 | 383 |
| | Hommes | 344 | 287 | 57 | 590 | 475 | 115 | 954 | 770 | 184 |
| | Femmes | 276 | 181 | 95 | 228 | 126 | 102 | 523 | 324 | 199 |
| Autres branches d'activité | Total | 202 | 92 | 110 | 20 | 18 | 2 | 230 | 115 | 115 |
| | Hommes | 113 | 59 | 54 | 10 | 7 | 3 | 129 | 70 | 59 |
| | Femmes | 89 | 33 | 56 | 10 | 11 | (1) | 101 | 45 | 56 |
| Toutes les branches d'activité | Total | 4 939 | 3 037 | 1 902 | 2 016 | 1 304 | 712 | 7 052 | 4 432 | 2 620 |
| | Hommes | 2 334 | 1 397 | 937 | 985 | 677 | 308 | 3 379 | 2 108 | 1 271 |
| | Femmes | 2 605 | 1 640 | 965 | 1 031 | 627 | 404 | 3 673 | 2 324 | 1 349 |

**Tableau 4**
**Répartition des membres des minorités visibles occupant un emploi à temps plein selon la branche d'activité, le sexe et la catégorie professionnelle**

| Catégorie professionnelle | Banques | | Transports | | Communications | | Autres branches d'activité | | Toutes les branches d'activité | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes |
| Cadres supérieurs | 1,21 % | 0,01 % | 0,53 % | 0,19 % | 0,35 % | 0,07 % | 1,47 % | 0,49 % | 0,75 % | 0,05 % |
| Cadres intermédiaires et autres cadres | 28,37 % | 10,72 % | 5,35 % | 2,88 % | 15,22 % | 12,69 % | 9,85 % | 4,89 % | 15,72 % | 10,16 % |
| Professionnels | 25,86 % | 8,32 % | 5,33 % | 6,34 % | 15,54 % | 5,75 % | 34,09 % | 10,76 % | 16,53 % | 7,77 % |
| Semi-professionnels et techniciens | 1,23 % | 0,41 % | 4,53 % | 2,43 % | 8,30 % | 2,30 % | 11,44 % | 6,36 % | 4,99 % | 1,06 % |
| Surveillants | 4,50 % | 7,64 % | 1,98 % | 2,95 % | 4,15 % | 1,82 % | 3,40 % | 5,38 % | 3,48 % | 6,19 % |
| Contremaîtres | 0,09 % | 0,00 % | 4,06 % | 0,51 % | 0,97 % | 0,07 % | 1,70 % | 0,00 % | 1,78 % | 0,06 % |
| Employés de bureau | 36,52 % | 72,53 % | 9,77 % | 55,54 % | 28,19 % | 72,69 % | 4,87 % | 47,92 % | 23,16 % | 70,35 % |
| Employés du secteur de la vente | 0,34 % | 0,21 % | 3,33 % | 11,53 % | 1,75 % | 2,67 % | 1,25 % | 1,22 % | 1,80 % | 1,70 % |
| Employés du secteur des services | 0,56 % | 0,11 % | 5,41 % | 12,30 % | 0,10 % | 0,19 % | 8,49 % | 18,58 % | 2,56 % | 1,73 % |
| Travailleurs qualifiés et artisans | 0,74 % | 0,01 % | 33,80 % | 1,22 % | 17,17 % | 0,82 % | 5,66 % | 0,24 % | 16,85 % | 0,26 % |
| Travailleurs manuels spécialisés | 0,27 % | 0,01 % | 17,71 % | 1,92 % | 4,70 % | 0,48 % | 7,25 % | 0,00 % | 7,84 % | 0,27 % |
| Autres travailleurs manuels | 0,31 % | 0,03 % | 8,19 % | 2,18 % | 3,57 % | 0,45 % | 10,53 % | 4,16 % | 4,53 % | 0,41 % |
| Nombre total de salariés | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % |

**Tableau 5**
**Représentation des membres des minorités visibles selon la branche d'activité et la catégorie professionnelle**

| Catégorie professionnelle | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|
| Cadres supérieurs | 3,81 % | 1,69 % | 1,40 % | 2,09 % | 2,30 % |
| Cadres intermédiaires et autres cadres | 6,89 % | 2,81 % | 3,75 % | 2,12 % | 5,01 % |
| Professionnels | 13,07 % | 9,45 % | 11,08 % | 8,91 % | 11,66 % |
| Semi-professionnels et techniciens | 6,49 % | 2,25 % | 2,71 % | 3,58 % | 2,84 % |
| Surveillants | 11,97 % | 3,11 % | 4,72 % | 3,19 % | 7,58 % |
| Contremaîtres | 6,25 % | 2,05 % | 2,91 % | 0,84 % | 2,00 % |
| Employés de bureau | 11,42 % | 5,17 % | 4,56 % | 4,06 % | 7,91 % |
| Employés du secteur de la vente | 8,04 % | 3,61 % | 3,91 % | 2,61 % | 3,78 % |
| Employés du secteur des services | 9,29 % | 3,61 % | 5,04 % | 8,85 % | 4,48 % |
| Travailleurs qualifiés et artisans | 11,58 % | 4,99 % | 3,33 % | 1,36 % | 4,17 % |
| Travailleurs manuels spécialisés | 9,49 % | 1,69 % | 4,94 % | 0,97 % | 1,88 % |
| Autres travailleurs manuels | 5,66 % | 2,18 % | 7,44 % | 1,71 % | 2,66 % |
| Nombre total de salariés | 10,50 % | 3,24 % | 4,42 % | 3,14 % | 5,69 % |

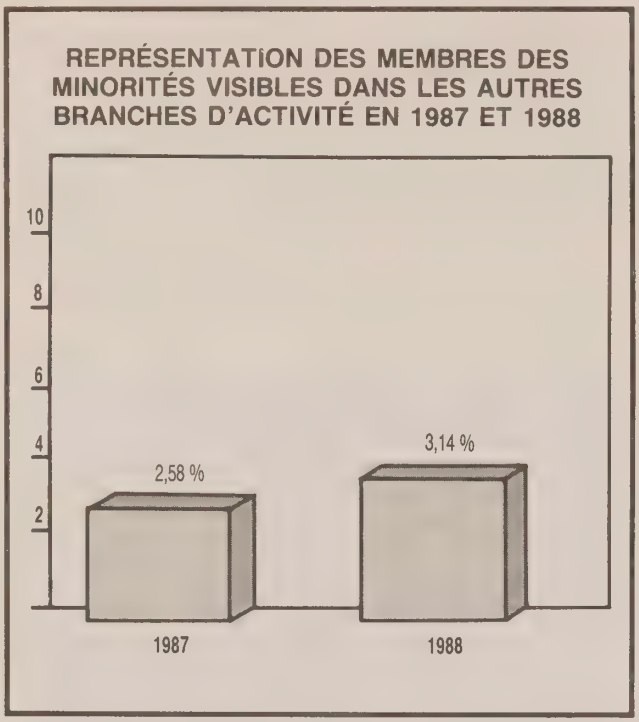
**Tableau 2**
**Membres des minorités visibles selon la branche d'activité, la catégorie d'emploi et le sexe**

| Catégorie d'emploi | | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|---|
| Temps plein | Total | 16 342 | 6 307 | 6 697 | 1 291 | 30 637 |
| | Hommes | 4 466 | 4 748 | 4 002 | 883 | 14 099 |
| | Femmes | 11 876 | 1 561 | 2 695 | 409 | 16 541 |
| | Femmes/Hommes | 72,67 % | 24,75 % | 40,24 % | 31,68 % | 53,99 % |
| Temps partiel | Total | 1 953 | 391 | 932 | 76 | 3 352 |
| | Hommes | 295 | 213 | 363 | 30 | 901 |
| | Femmes | 1 658 | 189 | 569 | 46 | 2 462 |
| | Femmes/Hommes | 84,90 % | 48,34 % | 61,05 % | 60,53 % | 73,45 % |
| Temporaire | Total | 121 | 50 | 50 | 22 | 243 |
| | Hommes | 18 | 36 | 23 | 14 | 91 |
| | Femmes | 103 | 14 | 27 | 8 | 152 |
| | Femmes/Hommes | 85,12 % | 28,00 % | 54,00 % | 36,36 % | 62,55 % |
| Toutes les catégories | Total | 18 416 | 6 748 | 7 679 | 1 389 | 34 232 |
| | Hommes | 4 779 | 4 997 | 4 388 | 927 | 15 091 |
| | Femmes | 13 637 | 1 764 | 3 291 | 463 | 19 155 |
| | Femmes/Hommes | 74,05 % | 26,14 % | 42,86 % | 33,33 % | 55,96 % |

**Tableau 3**
**Représentation des membres des minorités visibles selon la branche d'activité et la province**

| Province | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|
| Terre-Neuve | 1,05 % | 0,24 % | 1,18 % | 0,00 % | 0,72 % |
| Nouvelle-Écosse | 2,54 % | 0,82 % | 2,07 % | 0,41 % | 1,45 % |
| Nouveau-Brunswick | 0,83 % | 0,49 % | 3,53 % | * | 1,09 % |
| Île-du-Prince-Édouard | 1,79 % | 0,25 % | 1,91 % | * | 0,97 % |
| Québec | 4,06 % | 2,35 % | 2,16 % | 2,72 % | 2,75 % |
| Ontario | 15,37 % | 4,14 % | 5,58 % | 3,83 % | 8,35 % |
| Manitoba | 3,42 % | 2,95 % | 3,06 % | 3,26 % | 3,11 % |
| Saskatchewan | 1,42 % | 0,45 % | 2,23 % | 1,57 % | 1,37 % |
| Alberta | 6,42 % | 3,52 % | 3,31 % | 2,63 % | 4,39 % |
| Colombie-Britannique | 12,88 % | 4,44 % | 6,24 % | 7,08 % | 7,18 % |
| Yukon | * | 0,61 % | 1,71 % | * | 1,36 % |
| Territoires du Nord-Ouest | 2,11 % | 2,92 % | 1,92 % | 4,27 % | 2,81 % |
| Canada** | 10,50 % | 3,24 % | 4,42 % | 3,14 % | 5,69 % |

* Un astérisque indique les provinces où il n'y avait aucun rapport
** Ces taux de représentation sont calculés à partir de l'ensemble des formulaires nationaux, alors que les autres taux présentés dans ce tableau proviennent des formulaires provinciaux.




## Autres branches d'activité

Les employeurs des autres secteurs ont dénombré 1 389 membres des minorités visibles dans leur effectif, dont un tiers étaient des femmes. La représentation des minorités visibles était de 3,14 %. Il s'agit d'une augmentation de 0,56 % par rapport à la première année de rapport. La représentation du groupe variait selon les sous-secteurs, atteignant un pourcentage élevé (5,66 %) dans la recherche et la production nucléaires et un taux relativement bas (1,15 %) dans les industries des silos à grain. La représentation des minorités visibles s'est accrue dans chacun des sous-secteurs, la plus importante augmentation ayant été notée dans le secteur des mines de métaux (0,56 %).

### Profil d'emploi

Dans les autres branches d'activité, le profil d'emploi à temps plein des membres des minorités visibles indiquait que tant les hommes que les femmes de ce groupe étaient davantage concentrés dans la catégorie des professionnels que l'ensemble des salariés de ces secteurs. En effet, plus d'un tiers (34,09 %) des hommes et 10,76 % des femmes membres des minorités visibles détenaient un emploi de professionnel. Cette forte concentration se manifestait surtout dans le sous-secteur de la recherche et de la production nucléaires où deux tiers (65,47 %) des employés de ce groupe avaient un tel emploi.

### Salaires

Le salaire moyen à temps plein des hommes membres de minorités visibles se chiffrait à 37 680 $. Ce montant était supérieur au salaire moyen à temps plein du total des hommes de ce secteur. Le salaire moyen à temps plein des femmes de ce groupe était de 27 139 $, soit 93,3 % du salaire à temps plein de l'ensemble des femmes.

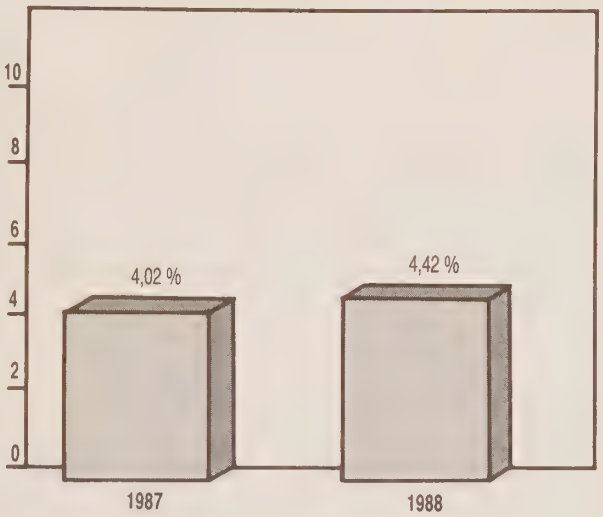
### Effet net des recrutements et des cessations d'emploi

Selon les rapports des employeurs, 230 membres des minorités visibles ont été recrutés et 115 ont fait l'objet d'une cessation d'emploi dans les autres branches d'activité en 1988. Ces activités se sont traduites par une augmentation nette de 115 employés membres des minorités visibles. La plupart des augmentations de l'effectif visaient des postes à temps plein et se sont produites dans les catégories Emplois du secteur des services, Semi-professionnels et techniciens et Professionnels.

### Possibilités de changement

Les membres des minorités visibles ont profité d'une part plus importante des recrutements et des promotions visant des postes à temps plein que pendant la première année de rapport. En 1988, les membres des minorités visibles ont représenté 4,86 % des recrutements en vue de doter des postes à temps plein (202) et 2,94 % des promotions touchant des postes à temps plein (113), selon le rapport des employeurs.

**REPRÉSENTATION DES MEMBRES DES MINORITÉS VISIBLES DANS LE SECTEUR DES COMMUNICATIONS EN 1987 ET 1988**




Profil d'emploi

Toutes les catégories professionnelles du secteur des communications, à l'exception des catégories Professionnels et Autres travailleurs manuels, continuaient de recruter un nombre relativement trop bas de membres des minorités visibles. La représentation de ce groupe était particulièrement faible dans les catégories Cadres supérieurs, Cadres intermédiaires et autres cadres et Semi-professionnels et techniciens. Depuis la première année de rapport, toutefois, leur représentation s'était améliorée légèrement dans toutes les catégories, à l'exception de celle des services. Les membres des minorités visibles étaient plus susceptibles que les autres employés du secteur des communications de se retrouver dans la catégorie Professionnels. Les femmes faisant partie des minorités visibles se retrouvaient davantage dans la catégorie Employés de bureau que l'ensemble des femmes du secteur.

Salaires

Le salaire moyen à temps plein des hommes membres des minorités visibles s'élevait à 36 074 $, c'est-à-dire qu'il était légèrement inférieur au salaire moyen à temps plein de tous les hommes du secteur des communications. Les femmes membres des minorités visibles touchaient en moyenne 28 305 $, soit 97,27 % du salaire moyen à temps plein de toutes les femmes travaillant à temps plein dans le secteur des communications. L'écart salarial entre les femmes membres des minorités visibles et l'ensemble des femmes du secteur des communications s'est élargi légèrement depuis la première année de rapport.

Effet net des recrutements et des cessations de fonctions

Les recrutements et les cessations de fonctions des membres des minorités visibles du secteur des communications ont donné lieu à une croissance de l'emploi en 1988. Les 1 477 recrutements et les 1 094 cessations de fonctions ont eu pour résultat net une augmentation de 383 emplois. Plus de la moitié (56,66 %) de cette augmentation s'est produite dans les emplois à temps partiel, particulièrement dans les catégories Employés de bureau et Travailleurs manuels spécialisés. La croissance de l'emploi à temps plein a touché les employés de bureau, les travailleurs qualifiés et les artisans et les travailleurs manuels spécialisés.

Possibilités de changement

Le nombre de recrutements de membres des minorités visibles en vue d'occuper des emplois à temps plein dans le secteur des communications s'est accru depuis la première année de rapport, mais le nombre de promotions pour les membres de ce groupe travaillant à temps plein est resté stable. Les employeurs du secteur des communications ont déclaré avoir recruté 620 membres de minorités visibles, soit 6,9 % de tous les recrutements à des postes à temps plein, et procédé à 501 promotions, soit 4,36 % de toutes les promotions à des postes à temps plein. Le nombre de recrutements visant des postes à temps plein effectués dans ce groupe était légèrement supérieur aux 4,3 % enregistrés pour la première année de rapport.

La part de recrutements des membres des minorités visibles s'est aussi accru légèrement dans la plupart des catégories professionnelles, particulièrement dans Superviseurs, Professionnels et Employés de bureau. Toutefois, les membres des minorités visibles ont fait l'objet de moins de 3 % des recrutements à des postes à temps plein dans les catégories Cadres supérieurs et Semi-professionnels et techniciens.

appartenaient aux catégories Employés de bureau, Employés du secteur de la vente ou Employés du secteur des services, alors que 59,70 % des hommes faisaient partie des catégories Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels. Cependant, selon la répartition professionnelle, les hommes des minorités visibles étaient plus nombreux dans la catégorie Travailleurs manuels spécialisés que les hommes en général.

### Salaires

Les membres des minorités visibles travaillant à temps plein touchaient des salaires moyens plus faibles que l'ensemble des employés à temps plein du secteur des transports, et cet écart salarial s'est accru légèrement depuis la première année de rapport. Le salaire moyen à temps plein des hommes faisant partie des minorités visibles se chiffrait à 33 619 $, soit 95,92 % du salaire moyen à temps plein des hommes en général. Les femmes de ce groupe travaillant à temps plein touchaient un salaire moyen de 25 515 $, soit 97,16 % du salaire moyen de toutes les femmes travaillant à temps plein dans le secteur des transports. Les femmes membres des minorités visibles recevaient 75,9 % du salaire moyen versé aux hommes du même groupe. Cet écart s'est aussi légèrement accru depuis l'année précédente.

### Effet net des recrutements et des cessations de fonctions

Les recrutements et les cessations de fonctions des membres des minorités visibles dans le secteur des transports ont donné lieu à une certaine croissance nette de l'emploi en 1988. Les 1 854 recrutements et 906 cessations de fonctions ont eu pour résultat net une augmentation de 948 employés. Le nombre de recrutements a été supérieur à celui des cessations de fonctions pour les membres des minorités visibles dans tous les sous-secteurs des transports. C'est le transport aérien qui a contribué le plus à l'augmentation du nombre d'emplois à temps plein (529 postes). La représentation des minorités visibles s'est accrue dans la plupart des catégories professionnelles, la croissance nette la plus importante de l'emploi à temps plein touchant les catégories Employés de bureau (246), Travailleurs qualifiés et artisans (132) et Travailleurs manuels spécialisés (105).

### Possibilités de changement

La part des recrutements et des promotions dans les emplois à temps plein dont ont bénéficié les membres des minorités visibles a augmenté depuis la première année de rapport. Les employeurs ont déclaré avoir recruté 1 465 membres des minorités visibles, chiffre qui représente 4,43 % de tous les recrutements dans le secteur des transports et une augmentation de 2,15 % des emplois détenus par ce groupe. Les employeurs ont aussi déclaré 420 promotions pour les membres des minorités visibles travaillant à temps plein, représentant 3,2 % de toutes les promotions touchant des postes à temps plein. On note une légère augmentation par rapport à 1987.

L'augmentation du nombre de recrutements des membres de ce groupe depuis 1987 s'est fait sentir dans plusieurs catégories professionnelles, plus particulièrement dans la catégorie Travailleurs qualifiés et artisans, où la proportion de recrutements a plus que triplé, atteignant 9,01 %, et dans les catégories Travailleurs manuels spécialisés et Contremaîtres, où la proportion a plus que doublé. De légères augmentations du nombre de promotions visant les postes à temps plein pour les membres des minorités visibles ont été notées dans la plupart des catégories.

## Secteur des communications

Les employeurs du secteur des communications ont dénombré 7 679 membres de minorités visibles dans leur effectif, dont 42,86 % étaient des femmes. La représentation de ce groupe s'est accrue légèrement et est passée de 4,02 % qu'elle était la première année de rapport à 4,42 %. Toutefois, les membres des minorités visibles étaient sous-représentés dans le secteur des communications. Ils étaient aussi sous-représentés dans toutes les provinces et tous les territoires où les employeurs du secteur des communications ont présenté un rapport. Les membres des minorités visibles étaient aussi sous-représentés dans tous les sous-secteurs des communications, la plus faible représentation étant de 3 %, dans celui de la diffusion des télécommunications, et la plus haute de 4,87 %, dans la transmission des télécommunications.

Il y a eu 3 491 recrutements et 2 317 cessations d'emploi, provoquant une hausse nette de 1 174 membres des minorités visibles dans l'effectif. La plupart de ces emplois étaient à temps plein. Ces résultats contrastent avec l'effet net de tous les recrutements et cessations de fonctions dans le secteur bancaire, soit une diminution du nombre d'emplois à temps plein.

L'augmentation nette des emplois occupés par des membres des minorités visibles s'est produite surtout dans les catégories Employés de bureau et Professionnels, ce qui renforce la répartition professionnelle actuelle de ce groupe. Il y a eu, toutefois, une augmentation nette de 126 emplois détenus par les membres du groupe dans la catégorie Cadres intermédiaires et autres cadres.

### Possibilités de changement

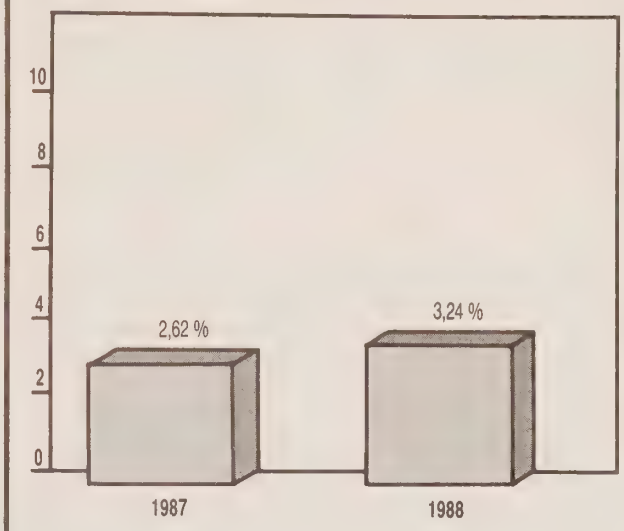
La part des recrutements et des promotions des membres des minorités visibles dans le secteur bancaire a augmenté en 1988. Au total, les employeurs ont recruté 2 652 membres des minorités visibles en vue d'occuper des emplois à temps plein, représentant 17,07 % de tous les recrutements à temps plein, et leur ont accordé 3 940 promotions, représentant 10,82 % de toutes les promotions consenties dans le secteur bancaire dans les emplois à temps plein. Ces deux chiffres sont plus élevés que ceux qui figurent dans le rapport de la première année. La proportion des recrutements et des promotions dont ont bénéficié les membres du groupe a également augmenté dans la plupart des catégories professionnelles.

## Secteur des transports

Les employeurs du secteur des transports ont rapporté 6 748 membres des minorités visibles comme étant à leur emploi, dont 26,14 % étaient des femmes. Le taux de représentation de ce groupe atteignait 3,24 %, soit une augmentation de 0,62 % par rapport à la première année. Malgré l'augmentation de leur taux de participation en 1988, les membres des minorités visibles étaient encore sous-représentés dans le secteur.

La représentation des membres des minorités visibles dans les sous-secteurs des transports s'élevait à 1,64 % dans le camionnage, à 5,87 % dans le transport par pipeline et à 4,77 % dans le transport aérien. La représentation de ce groupe s'est améliorée dans

**REPRÉSENTATION DES MEMBRES DES MINORITÉS VISIBLES DANS LE SECTEUR DES TRANSPORTS EN 1987 ET 1988**



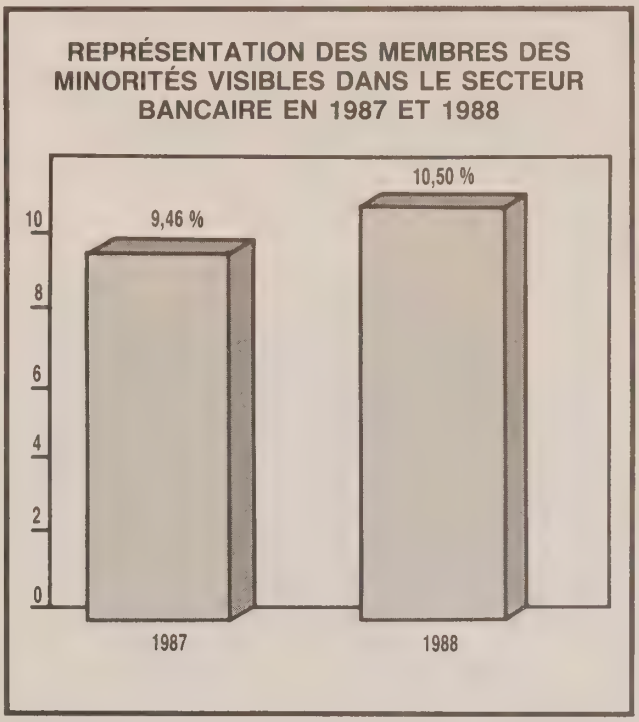

tous les sous-secteurs depuis la première année de rapport, en particulier dans le transport aérien et le transport en commun.

Les membres des minorités visibles étaient sous-représentés dans les provinces et les territoires où les employeurs du secteur des transports ont déposé un rapport, à l'exception des Territoires du Nord-Ouest. Leur représentation était la plus forte en Ontario et en Colombie-Britannique.

### Profil d'emploi

Les membres des minorités visibles étaient sous-représentés dans toutes les catégories professionnelles à l'exception de la catégorie Professionnels où ils occupaient près d'un poste sur dix (9.45 %). Dans la plus grande catégorie professionnelle du secteur des transports (Travailleurs manuels spécialisés) les membres des minorités visibles détenaient 1,69 % de tous les emplois.

La répartition professionnelle des membres des minorités visibles, hommes et femmes, occupant un emploi à temps plein, continuait de refléter la division du travail selon le sexe qui existe dans le secteur des transports. Près de 80 % (79,37 %) des femmes




## Secteur bancaire

La représentation des membres des minorités visibles a augmenté dans le secteur bancaire depuis le dernier rapport. Les 18 416 employés du secteur bancaire appartenant aux minorités visibles représentaient 10,5 % de la main-d'œuvre de ce secteur, soit 1,04 % de plus qu'en 1987. Près des trois-quarts (74,05 %) d'entre eux étaient des femmes. Plus de la moitié (53,8 %) de tous les membres des minorités visibles déclarés par les employeurs travaillaient dans le secteur bancaire. Dans ce secteur, la province qui comptait le plus grand nombre de travailleurs appartenant aux minorités visibles était l'Ontario (15,37 %), suivie de la Colombie-Britannique (12,88 %).

### Profil d'emploi

La représentation des membres des minorités visibles a augmenté dans plusieurs groupes professionnels du secteur bancaire, en particulier dans les catégories Professionnels et Employés de bureau. Cependant, le groupe continuait d'être sous-représenté dans la catégorie Cadres supérieurs (3,81 %). La répartition professionnelle des hommes des minorités visibles travaillant à temps plein était quelque peu différente de celle de l'ensemble des hommes travaillant dans le secteur. Ils étaient deux fois plus susceptibles que ceux-ci de se retrouver dans la catégorie Employés de bureau. Ils tendaient également à être plus nombreux dans la catégorie Professionnels et moins nombreux dans la catégorie Cadres intermédiaires et autres cadres. Dans le secteur bancaire, répartition professionnelle des femmes appartenant aux minorités visibles et travaillant à temps plein était à peu près la même que celle de l'ensemble des femmes dans le secteur, mais elles étaient légèrement plus nombreuses à se retrouver dans la catégorie Employés de bureau.

### Salaires

Les hommes membres des minorités visibles continuaient d'être moins bien payés que l'ensemble des hommes employés dans le secteur bancaire. Le salaire moyen des hommes membres des minorités visibles occupant un poste à temps plein était 33 959 $, ce qui représentait 81,15 % du salaire moyen des salariés masculins travaillant à temps plein dans le secteur bancaire. Le salaire moyen des femmes membres des minorités visibles se situait à 23 878 $; il était donc à peu près le même (100,36 %) que celui de l'ensemble des femmes œuvrant dans ce secteur. Les femmes membres des minorités visibles touchaient 70,31 % du salaire des hommes de ce groupe. Depuis la première année de rapport, l'écart salarial est demeuré stable entre les hommes du groupe et tous les hommes, de même qu'entre les femmes du groupe et toutes les femmes qui travaillaient à temps plein dans le secteur.

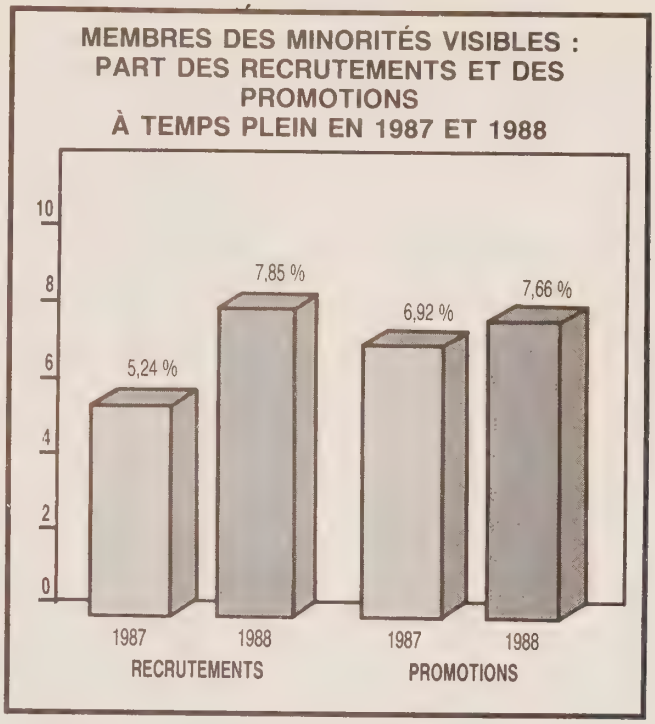
Les salaires moyens plus faibles des hommes appartenant aux minorités visibles se reflétait dans la répartition de leurs salaires à temps plein. Plus du tiers (36,21 %) des hommes de ce groupe touchaient un salaire de moins de 25 000 $, comparativement à environ 19,42 % de tous les hommes travaillant à temps plein dans le secteur bancaire.

### Effet net des recrutements et des cessations de fonctions

Dans le secteur bancaire, en 1988, ces deux activités se sont traduites par une augmentation de l'emploi des membres des minorités visibles, qu'il s'agisse de postes à temps plein ou à temps partiel.

96,08 % du salaire moyen versé aux salariés masculins à temps plein. Les femmes membres des minorités visibles touchaient, pour un travail à temps plein, un salaire moyen de 24 789 $, soit 95,94 % du salaire moyen versé aux travailleuses à temps plein. L'écart salarial entre les hommes membres des minorités visibles et tous les hommes et entre les femmes membres de ce groupe et toutes les femmes se trouvant dans des emplois à temps plein s'est légèrement accentué depuis la première année de rapport.

La répartition de la rémunération des salariés à temps plein de ce groupe reflétait les salaires moyens moins élevés des membres des minorités visibles. Les hommes tout comme les femmes de ce groupe étaient plus susceptibles que les autres salariés, hommes ou femmes, de recevoir un traitement inférieur à 25 000 $. Environ un homme sur cinq (20,5 %) et plus de 60 % (62,08 %) des femmes travaillant à temps plein recevaient moins de 25 000 $.




### Effet net des recrutements et des cessations de fonctions

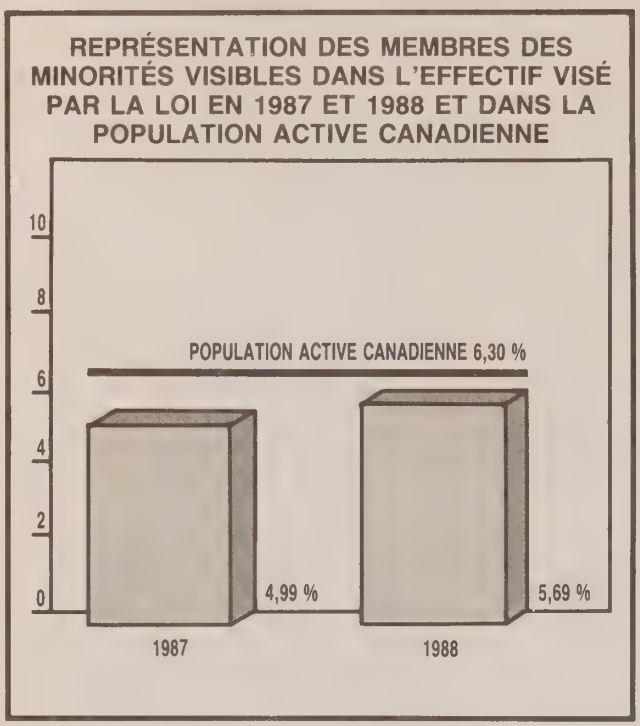
L'augmentation nette du nombre d'emplois par suite des recrutements et des cessations de fonctions était sensiblement plus importante chez les membres des minorités visibles que dans l'effectif visé par la Loi. Les 7 052 recrutements et les 4 432 cessations de fonctions ont donné lieu à une augmentation nette de 2 620 emplois, soit 5,88 %, pour les membres des minorités visibles.[2] La majeure partie (72,6 %) de la croissance de l'emploi dans ce groupe a été enregistrée dans les postes à temps plein, contrairement à la tendance vers un accroissement des emplois à temps partiel dans l'effectif. Les postes de la catégorie Employés de bureau représentaient la plus grande part de la croissance de l'emploi à temps plein et à temps partiel.

### Possibilités de changement

En 1988, le nombre de recrutements et de promotions chez les membres des minorités visibles s'est accru. Les 4 939 membres des minorités visibles recrutés en vue d'occuper des postes à temps plein représentaient 7,85 % de tous les recrutements à temps plein, une augmentation par rapport à la proportion de 5,24 % enregistrée en 1987. Les 4 974 membres des minorités visibles promus à des postes à temps plein représentaient 7,66 % de toutes les promotions à temps plein, ce qui est plus élevé que la proportion de 6,92 % enregistrée en 1987.

Les recrutements et les promotions ont consolidé la répartition existante des membres des minorités visibles selon la catégorie professionnelle. Plus de la moitié (54,14 %) des recrutements dans des emplois à temps plein s'est effectuée dans la catégorie Employés de bureau. Ce pourcentage est considérablement plus élevé que la proportion de 34,24 % de recrutements dans des emplois de bureau pour l'ensemble de l'effectif. Les postes de la catégorie Professionnels comptaient pour 10,1 % des recrutements à temps plein des membres des minorités visibles, contre seulement 5,76 % de l'ensemble des recrutements dans l'effectif.

[2] Voir « Notes sur les données » pour une explication concernant l'effet net des recrutements et des cessations de fonctions.




pour lesquelles les employeurs ont présenté un rapport, particulièrement en Nouvelle-Écosse, au Québec, au Manitoba, en Saskatchewan, en Alberta et en Colombie-Britannique. Depuis la première année de rapport, l'Ontario et la Colombie-Britannique ont affiché la hausse la plus importante du taux de représentation, soit 1 % chacune.

Le nombre des membres des minorités visibles était très élevé dans les agglomérations urbaines. Près de 85 % (84,47 %) d'entre eux, contre 57,17 % de l'effectif, travaillaient dans les huit régions métropolitaines de recensement désignées en vertu de la Loi sur l'équité en matière d'emploi. Plus de la moitié (53,65 %) des membres des minorités visibles déclarés en vertu de la Loi occupaient un emploi à Toronto.

### Profil d'emploi

La représentation des membres des minorités visibles selon la catégorie professionnelle variait considérablement. Ces salariés étaient sous-représentés dans plusieurs catégories, notamment Cadres supérieurs, Contremaîtres, Travailleurs manuels spécialisés et Autres travailleurs manuels. Le taux de représentation du groupe était plus élevé dans les catégories Professionnels, Employés de bureau et Surveillants.

**Tableau 1**
**Répartition des membres des minorités visibles et des membres de l'effectif visé par la Loi occupant un emploi à temps plein selon le sexe et la catégorie professionnelle**

| | Membres des minorités visibles | | Effectif visé par la Loi | |
|---|---|---|---|---|
| **Catégorie professionnelle** | **Hommes** | **Femmes** | **Hommes** | **Femmes** |
| Cadres supérieurs | 0,75 % | 0,05 % | 1,43 % | 0,14 % |
| Cadres intermédiaires et autres cadres | 15,72 % | 10,16 % | 15,44 % | 13,33 % |
| Professionnels | 16,53 % | 7,77 % | 5,37 % | 5,90 % |
| Semi-professionnels et techniciens | 4,99 % | 1,06 % | 7,47 % | 2,55 % |
| Surveillants | 3,48 % | 6,19 % | 2,69 % | 5,44 % |
| Contremaîtres | 1,78 % | 0,06 % | 3,91 % | 0,14 % |
| Employés de bureau | 23,16 % | 70,35 % | 14,83 % | 63,15 % |
| Employés du secteur de la vente | 1,80 % | 1,70 % | 2,29 % | 3,59 % |
| Employés du secteur des services | 2,56 % | 1,73 % | 1,88 % | 3,94 % |
| Travailleurs qualifiés et artisans | 16,85 % | 0,26 % | 17,38 % | 0,42 % |
| Travailleurs manuels spécialisés | 7,84 % | 0,27 % | 18,87 % | 0,74 % |
| Autres travailleurs manuels | 4,53 % | 0,41 % | 8,43 % | 0,66 % |
| Nombre total de salariés | 100,00 % | 100,00 % | 100,00 % | 100,00 % |

La répartition selon la catégorie professionnelle des membres des minorités visibles employés à temps plein était fort différente de celle des membres de l'effectif visé par la Loi. Les hommes comme les femmes membres des minorités visibles étaient plus fortement concentrés dans les catégories Employés de bureau et Professionnels. En fait, 16,53 % des hommes des minorités visibles qui occupaient un emploi à temps plein se trouvaient dans la catégorie Professionnels, contre 5,37 % de tous les employés masculins à temps plein visés par la Loi. Plus de 70 % (70,35 %) des femmes des minorités visibles qui occupaient un emploi à temps plein se trouvaient dans la catégorie Employés de bureau, contre 63,15 % de toutes les employées à temps plein. Quant aux emplois à temps partiel, presque toutes les femmes (89,03 %) et plus de la moitié des hommes (51,05 %) effectuaient un travail de bureau.

### Salaires

Les hommes et les femmes membres des minorités visibles continuaient de recevoir un salaire moyen légèrement inférieur à celui des autres travailleurs et travailleuses à temps plein. Les hommes membres des minorités visibles recevaient, pour un travail à temps plein, un salaire moyen de 34 837 $, soit

# LES MEMBRES DES MINORITÉS VISIBLES

## 1. Profil des membres des minorités visibles dans la population active canadienne

De 1981 à 1986, le nombre des membres des minorités visibles qui détenaient un emploi est passé de 564 370 à 741 615, ce qui représente une augmentation de 31,4 %. Bien que le taux de participation de ce groupe ait légèrement fléchi au cours de ces années, passant de 72,5 % à 72,1 %, il était néanmoins plus élevé, en 1986, que celui de tout autre groupe désigné. Le taux de participation des femmes des minorités visibles s'élevait à près de 9 % de plus que celui de l'ensemble des Canadiennes.

Trois facteurs influant sur la démographie du marché du travail expliquent ce taux élevé de participation : les membres des minorités visibles accèdent plus aisément aux emplois disponibles, vu leur concentration dans les grands centres urbains; ils comptent également une proportion plus élevée de travailleurs dans le groupe dominant des 25 à 44 ans ainsi qu'une proportion plus grande de femmes dans la population active.

En 1986, le taux de chômage des membres des minorités visibles s'établissait à 10,8 %. Il était légèrement plus élevé chez les femmes que chez les hommes. Le salaire annuel moyen des membres des minorités visibles était inférieur de plus de 2 000 $ à celui de la population active. Les hommes de ce groupe recevaient en moyenne 3 000 $ de moins que l'ensemble des hommes, tandis que les femmes du même groupe gagnaient 1 000 $ de moins que l'ensemble des femmes. Cet écart salarial reflète les différences entre la répartition des membres des minorités visibles et celle des membres de la population active canadienne selon la catégorie professionnelle. Tandis qu'environ 6 % des membres des minorités visibles (en comparaison de légèrement plus de 8 % de l'ensemble de la population active) occupaient des postes de la catégorie d'emploi Cadres intermédiaires et autres cadres et que 13,6 % se retrouvaient dans la catégorie Professionnels, près de 19 % (en comparaison de 15 % de l'ensemble de la population active) exerçaient des métiers de la catégorie Autres travailleurs manuels.

L'écart salarial entre les membres des minorités visibles et les Canadiens en général s'est accentué entre 1980 et 1985. Le salaire annuel moyen des membres des minorités visibles travaillant à temps plein est passé de 81,0 % à 79,4 % de la moyenne nationale. Chez les hommes des minorités visibles, cette proportion a également diminué, passant de 93,4 % à 91,6 % tandis que, chez les femmes du même groupe, elle a légèrement augmenté, soit de 61,0 % à 61,8 %. Dans les catégories d'emploi Professionnels et Travailleurs spécialisés et artisans, le revenu des hommes des minorités visibles était plus élevé que celui de l'ensemble des hommes.

Il n'en demeure pas moins que les femmes des minorités visibles sont doublement désavantagées. Le salaire moyen de celles-ci pour un travail à temps plein s'élevait à 18 865 $, contre 19 995 $ pour l'ensemble de la population féminine. En général, les membres des minorités visibles ont atteint un niveau d'éducation plus élevé que les autres Canadiens. Plus de 50 % des premiers, contre 43 % de l'ensemble des Canadiens, ont fait des études postsecondaires. Bien que le niveau d'instruction des hommes aussi bien que des femmes des minorités visibles soit plus élevé que celui de l'ensemble de la population, un nombre proportionnellement moins élevé de femmes que d'hommes des minorités visibles a atteint le niveau des études supérieures.

## 2. Profil des membres des minorités visibles dans l'effectif visé par la Loi[1]

Les employeurs ont rapporté un total de 34 232 membres des minorités visibles, la majorité d'entre eux (55,96 %) étant des femmes. La représentation du groupe a connu une légère hausse, depuis la première année de rapport, atteignant 5,69 % de l'effectif visé. Malgré cette hausse, les membres des minorités visibles sont demeurés sous-représentés dans l'effectif visé par la Loi sur l'équité en matière d'emploi, en 1988.

Les membres des minorités visibles étaient également sous-représentés dans chacune des provinces

[1]Voir « Notes sur les données ».

**Tableau 8**
**Recrutements et promotions des personnes handicapées occupant un emploi à temps plein selon la branche d'activité et la catégorie professionnelle**

| | Banques | | | | Transports | | | | Communications | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Recrutées** | **Promues** | **Part des recrute-ments** | **Part des promo-tions** | **Recrutées** | **Promues** | **Part des recrute-ments** | **Part des promo-tions** | **Recrutées** | **Promues** | **Part des recrute-ments** | **Part des promo-tions** |
| Cadres supérieurs | 0 | 9 | 0,00 % | 3,77 % | 0 | 2 | 0,00 % | 1,11 % | 1 | 0 | 1,20 % | 0,00 % |
| Cadres intermédiaires et autres cadres | 26 | 172 | 1,12 % | 1,45 % | 8 | 11 | 0,98 % | 0,64 % | 6 | 15 | 0,65 % | 0,73 % |
| Professionnels | 16 | 71 | 0,93 % | 1,51 % | 7 | 3 | 0,89 % | 0,72 % | 5 | 3 | 0,83 % | 0,62 % |
| Semi-professionnels et techniciens | 2 | 6 | 1,20 % | 1,38 % | 6 | 18 | 0,36 % | 1,37 % | 12 | 10 | 0,67 % | 1,05 % |
| Surveillants | 5 | 46 | 1,74 % | 1,58 % | 6 | 5 | 1,61 % | 0,74 % | 0 | 13 | 0,00 % | 1,44 % |
| Contremaîtres | 0 | 0 | S/O | 0,00 % | 1 | 19 | 0,30 % | 1,42 % | 0 | 1 | 0,00 % | 0,65 % |
| Employés de bureau | 166 | 265 | 1,54 % | 1,65 % | 69 | 45 | 1,03 % | 1,53 % | 25 | 59 | 0,75 % | 1,13 % |
| Employés du secteur de la vente | 2 | 1 | 3,08 % | 0,88 % | 5 | 2 | 0,34 % | 0,91 % | 5 | 1 | 0,54 % | 0,25 % |
| Employés du secteur des services | 3 | 0 | 4,35 % | 0,00 % | 8 | 1 | 0,27 % | 0,46 % | 0 | 0 | 0,00 % | 0,00 % |
| Travailleurs qualifiés et artisans | 0 | 0 | 0,00 % | 0,00 % | 34 | 23 | 1,16 % | 1,45 % | 2 | 15 | 0,19 % | 1,82 % |
| Travailleurs manuels spécialisés | 0 | 0 | 0,00 % | 0,00 % | 26 | 28 | 0,27 % | 1,74 % | 4 | 6 | 0,75 % | 2,21 % |
| Autres travailleurs manuels | 1 | 0 | 2,94 % | 0,00 % | 28 | 20 | 0,53 % | 2,01 % | 1 | 2 | 0,14 % | 1,71 % |
| Nombre total de salariés | 221 | 570 | 1,42 % | 1,56 % | 198 | 177 | 0,60 % | 1,34 % | 61 | 125 | 0,60 % | 1,09 % |

| | Autres branches d'activité | | | | Toutes les branches d'activité | | | |
|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Recrutées** | **Promues** | **Part des recrute-ments** | **Part des promo-tions** | **Recrutées** | **Promues** | **Part des recrute-ments** | **Part des promo-tions** |
| Cadres supérieurs | 0 | 1 | 0,00 % | 1,67 % | 1 | 12 | 0,33 % | 2,02 % |
| Cadres intermédiaires et autres cadres | 4 | 10 | 2,12 % | 1,54 % | 44 | 208 | 1,04 % | 1,28 % |
| Professionnels | 6 | 3 | 1,17 % | 0,55 % | 34 | 80 | 0,94 % | 1,30 % |
| Semi-professionnels et techniciens | 4 | 6 | 1,20 % | 1,64 % | 24 | 40 | 0,61 % | 1,30 % |
| Surveillants | 0 | 1 | 0,00 % | 0,58 % | 11 | 65 | 1,30 % | 1,40 % |
| Contremaîtres | 0 | 2 | 0,00 % | 1,05 % | 1 | 22 | 0,26 % | 1,31 % |
| Employés de bureau | 10 | 12 | 1,35 % | 1,75 % | 270 | 381 | 1,25 % | 1,53 % |
| Employés du secteur de la vente | 0 | 0 | 0,00 % | 0,00 % | 12 | 4 | 0,47 % | 0,46 % |
| Employés du secteur des services | 2 | 0 | 0,46 % | 0,00 % | 13 | 1 | 0,38 % | 0,37 % |
| Travailleurs qualifiés et artisans | 1 | 3 | 0,49 % | 1,65 % | 37 | 41 | 0,89 % | 1,57 % |
| Travailleurs manuels spécialisés | 2 | 12 | 0,52 % | 2,45 % | 32 | 46 | 0,30 % | 1,96 % |
| Autres travailleurs manuels | 3 | 8 | 0,25 % | 1,94 % | 33 | 30 | 0,46 % | 2,00 % |
| Nombre total de salariés | 32 | 58 | 0,77 % | 1,51 % | 512 | 930 | 0,81 % | 1,43 % |

Tableau 7
Recrutements, cessations de fonctions et effet net pour les personnes handicapées selon la branche d'activité et le sexe

| Branche d'activité | | Temps plein | | | Temps partiel | | | Toutes les catégories | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Recrute-ments | Cessations de fonctions | Effet net | Recrute-ments | Cessations de fonctions | Effet net | Recrute-ments | Cessations de fonctions | Effet net |
| Banques | Total | 221 | 384 | (163) | 151 | 133 | 18 | 657 | 520 | 137 |
| | Hommes | 86 | 138 | (52) | 34 | 17 | 17 | 146 | 155 | (9) |
| | Femmes | 135 | 246 | (111) | 117 | 116 | 1 | 511 | 365 | 146 |
| Transports | Total | 198 | 316 | (118) | 44 | 20 | 24 | 249 | 340 | (91) |
| | Hommes | 135 | 280 | (145) | 26 | 13 | 13 | 166 | 297 | (131) |
| | Femmes | 63 | 36 | 27 | 18 | 7 | 11 | 83 | 43 | 40 |
| Communications | Total | 61 | 145 | (84) | 33 | 19 | 14 | 103 | 172 | (69) |
| | Hommes | 34 | 115 | (81) | 23 | 10 | 13 | 63 | 130 | (67) |
| | Femmes | 27 | 30 | (3) | 10 | 9 | 1 | 40 | 42 | (2) |
| Autres branches d'activité | Total | 32 | 106 | (74) | 5 | 4 | 1 | 42 | 111 | (69) |
| | Hommes | 21 | 97 | (76) | 4 | 3 | 1 | 30 | 101 | (71) |
| | Femmes | 11 | 9 | 2 | 1 | 1 | 0 | 12 | 10 | 2 |
| Toutes les branches d'activité | Total | 512 | 951 | (439) | 233 | 176 | 57 | 1 051 | 1 143 | (92) |
| | Hommes | 276 | 630 | (354) | 87 | 43 | 44 | 405 | 683 | (278) |
| | Femmes | 236 | 321 | (85) | 146 | 133 | 13 | 646 | 460 | 186 |

**Tableau 6**
**Salaires moyens estimatifs des personnes handicapées selon la catégorie d'emploi, la branche d'activité et le sexe**

| | | Personnes handicapées | | |
|---|---|---|---|---|
| **Branche d'activité** | | **Temps plein** | **Temps partiel** | **Toutes les catégories** |
| Banques | Total | 29 053 $ | 11 258 $ | 26 704 $ |
| | Hommes | 40 362 $ | 8 846 $ | 38 908 $ |
| | Femmes | 22 992 $ | 11 562 $ | 21 025 $ |
| | Femmes/Hommes | 56,96 % | 130,70 % | 54,04 % |
| Transports | Total | 33 972 $ | 11 283 $ | 33 316 $ |
| | Hommes | 34 898 $ | 10 383 $ | 34 347 $ |
| | Femmes | 26 451 $ | 12 917 $ | 25 410 $ |
| | Femmes/Hommes | 75,79 % | 124,41 % | 73,98 % |
| Communications | Total | 32 171 $ | 23 438 $ | 31 383 $ |
| | Hommes | 33 908 $ | 22 454 $ | 33 263 $ |
| | Femmes | 27 735 $ | 24 145 $ | 27 115 $ |
| | Femmes/Hommes | 81,80 % | 107,53 % | 81,52 % |
| Autres branches d'activité | Total | 33 536 $ | 12 307 $ | 33 127 $ |
| | Hommes | 34 675 $ | * | 34 375 $ |
| | Femmes | 25 130 $ | * | 24 444 $ |
| | Femmes/Hommes | 72,47 % | * | 71,11 % |
| Toutes les branches d'activité | Total | 31 913 $ | 14 462 $ | 30 567 $ |
| | Hommes | 35 543 $ | 15 298 $ | 34 856 $ |
| | Femmes | 24 406 $ | 14 180 $ | 22 816 $ |
| | Femmes/Hommes | 68,67 % | 92,69 % | 65,46 % |

*Un astérisque remplace une valeur lorsqu'il y avait moins de dix persosnnes.

**Tableau 7**
**Recrutements, cessations de fonctions et effet net pour les personnes handicapées selon la branche d'activité et le sexe**

| | | Temps plein | | | Temps partiel | | | Toutes les catégories | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Branche d'activité** | | **Recrute-ments** | **Cessations de fonctions** | **Effet net** | **Recrute-ments** | **Cessations de fonctions** | **Effet net** | **Recrute-ments** | **Cessations de fonctions** | **Effet net** |
| Banques | Total | 221 | 384 | (163) | 151 | 133 | 18 | 657 | 520 | 137 |
| | Hommes | 86 | 138 | (52) | 34 | 17 | 17 | 146 | 155 | (9) |
| | Femmes | 135 | 246 | (111) | 117 | 116 | 1 | 511 | 365 | 146 |
| Transports | Total | 198 | 316 | (118) | 44 | 20 | 24 | 249 | 340 | (91) |
| | Hommes | 135 | 280 | (145) | 26 | 13 | 13 | 166 | 297 | (131) |
| | Femmes | 63 | 36 | 27 | 18 | 7 | 11 | 83 | 43 | 40 |
| Communications | Total | 61 | 145 | (84) | 33 | 19 | 14 | 103 | 172 | (69) |
| | Hommes | 34 | 115 | (81) | 23 | 10 | 13 | 63 | 130 | (67) |
| | Femmes | 27 | 30 | (3) | 10 | 9 | 1 | 40 | 42 | (2) |
| Autres branches d'activité | Total | 32 | 106 | (74) | 5 | 4 | 1 | 42 | 111 | (69) |
| | Hommes | 21 | 97 | (76) | 4 | 3 | 1 | 30 | 101 | (71) |
| | Femmes | 11 | 9 | 2 | 1 | 1 | 0 | 12 | 10 | 2 |
| Toutes les branches d'activité | Total | 512 | 951 | (439) | 233 | 176 | 57 | 1 051 | 1 143 | (92) |
| | Hommes | 276 | 630 | (354) | 87 | 43 | 44 | 405 | 683 | (278) |
| | Femmes | 236 | 321 | (85) | 146 | 133 | 13 | 646 | 460 | 186 |

**Tableau 4**
**Répartition des personnes handicapées occupant un emploi à temps plein selon la branche d'activité, le sexe et la catégorie professionnelle**

| Catégorie professionnelle | Banques | | Transports | | Communications | | Autres branches d'activité | | Toutes les branches d'activité | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes |
| Cadres supérieurs | 3,26 % | 0,05 % | 0,71 % | 0,29 % | 1,03 % | 0,00 % | 0,87 % | 0,00 % | 1,24 % | 0,06 % |
| Cadres intermédiaires et autres cadres | 49,77 % | 10,17 % | 5,15 % | 4,90 % | 12,56 % | 14,57 % | 11,70 % | 7,20 % | 15,41 % | 10,33 % |
| Professionnels | 14,98 % | 7,63 % | 1,52 % | 1,15 % | 4,10 % | 1,47 % | 5,53 % | 5,60 % | 4,99 % | 5,60 % |
| Semi-professionnels et techniciens | 1,49 % | 0,85 % | 5,11 % | 3,17 % | 9,62 % | 4,09 % | 8,02 % | 4,00 % | 6,02 % | 1,88 % |
| Surveillants | 4,19 % | 8,67 % | 1,76 % | 4,03 % | 4,17 % | 2,29 % | 2,06 % | 4,80 % | 2,80 % | 6,73 % |
| Contremaîtres | 0,09 % | 0,00 % | 6,67 % | 0,29 % | 1,60 % | 0,00 % | 6,07 % | 0,00 % | 4,24 % | 0,03 % |
| Employés de bureau | 22,23 % | 72,28 % | 9,42 % | 57,06 % | 38,72 % | 71,03 % | 5,42 % | 68,80 % | 18,14 % | 70,18 % |
| Employés du secteur de la vente | 0,37 % | 0,15 % | 2,75 % | 11,82 % | 1,28 % | 3,76 % | 0,43 % | 0,00 % | 1,66 % | 2,17 % |
| Employés du secteur des services | 1,40 % | 0,15 % | 2,54 % | 11,24 % | 0,06 % | 0,33 % | 1,41 % | 2,40 % | 1,58 % | 1,52 % |
| Travailleurs qualifiés et artisans | 0,65 % | 0,05 % | 23,77 % | 0,58 % | 19,42 % | 1,15 % | 15,38 % | 0,80 % | 17,61 % | 0,36 % |
| Travailleurs manuels spécialisés | 0,28 % | 0,00 % | 28,08 % | 4,32 % | 3,85 % | 0,49 % | 21,34 % | 0,80 % | 16,52 % | 0,62 % |
| Autres travailleurs manuels | 1,30 % | 0,00 % | 12,52 % | 1,15 % | 3,59 % | 0,82 % | 21,78 % | 5,60 % | 9,79 % | 0,52 % |
| Nombre total de salariés | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % |

Tableau 5
Représentation des personnes handicapées selon la branche d'activité et la catégorie professionnelle

| Catégorie professionnelle | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|
| Cadres supérieurs | 2,49 % | 1,27 % | 1,40 % | 1,12 % | 1,63 % |
| Cadres intermédiaires et autres cadres | 2,01 % | 1,53 % | 1,12 % | 2,33 % | 1,68 % |
| Professionnels | 1,94 % | 1,25 % | 1,05 % | 1,49 % | 1,60 % |
| Semi-professionnels et techniciens | 2,16 % | 1,39 % | 1,24 % | 2,22 % | 1,45 % |
| Surveillants | 2,36 % | 1,42 % | 1,65 % | 1,48 % | 1,91 % |
| Contremaîtres | 1,56 % | 1,93 % | 1,80 % | 3,15 % | 2,08 % |
| Employés de bureau | 1,99 % | 1,76 % | 1,45 % | 2,17 % | 1,77 % |
| Employés du secteur de la vente | 1,57 % | 1,13 % | 1,00 % | 0,65 % | 1,09 % |
| Employés du secteur des services | 4,87 % | 0,86 % | 1,26 % | 0,96 % | 0,99 % |
| Travailleurs qualifiés et artisans | 2,57 % | 2,08 % | 1,43 % | 3,71 % | 1,95 % |
| Travailleurs manuels spécialisés | 2,19 % | 1,49 % | 1,62 % | 2,93 % | 1,64 % |
| Autres travailleurs manuels | 4,40 % | 1,57 % | 1,89 % | 2,94 % | 1,91 % |
| Nombre total de salariés | 2,02 % | 1,57 % | 1,37 % | 2,43 % | 1,71 % |

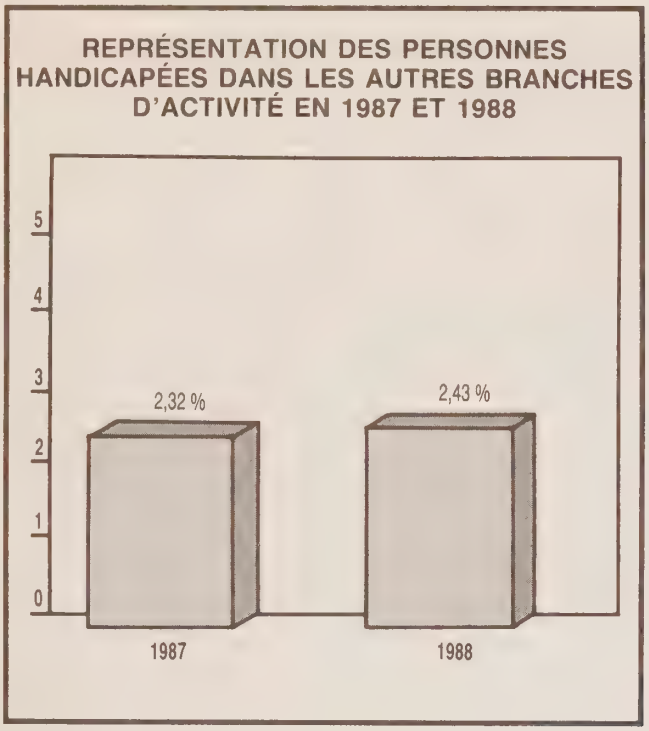
**Tableau 2**
**Personnes handicapées selon la branche d'activité, la catégorie d'emploi et le sexe**

| Catégorie d'emploi | | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|---|
| Temps plein | Total | 3 081 | 3 182 | 2 171 | 1 048 | 9 482 |
| | Hommes | 1 075 | 2 835 | 1 560 | 923 | 6 393 |
| | Femmes | 2 006 | 347 | 611 | 125 | 3 089 |
| | Femmes/Hommes | 65,11 % | 10,91 % | 28,14 % | 11,93 % | 32,58 % |
| Temps partiel | Total | 465 | 76 | 196 | 13 | 750 |
| | Hommes | 52 | 49 | 82 | 6 | 189 |
| | Femmes | 413 | 27 | 114 | 7 | 561 |
| | Femmes/Hommes | 88,82 % | 35,53 % | 58,16 % | 53,85 % | 74,80 % |
| Temporaire | Total | 3 | 21 | 20 | 13 | 57 |
| | Hommes | 0 | 19 | 15 | 10 | 44 |
| | Femmes | 3 | 2 | 5 | 3 | 13 |
| | Femmes/Hommes | 100,00 % | 9,52 % | 25,00 % | 23,08 % | 22,81 % |
| Toutes les catégories | Total | 3 549 | 3 279 | 2 387 | 1 074 | 10 289 |
| | Hommes | 1 127 | 2 903 | 1 657 | 939 | 6 626 |
| | Femmes | 2 422 | 376 | 730 | 135 | 3 663 |
| | Femmes/Hommes | 68,24 % | 11,47 % | 30,58 % | 12,57 % | 35,60 % |

**Tableau 3**
**Représentation des personnes handicapées selon la branche d'activité et la province**

| Province | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|
| Terre-Neuve | 1,11 % | 0,95 % | 1,28 % | 1,20 % | 1,11 % |
| Nouvelle-Écosse | 2,06 % | 1,21 % | 2,49 % | 8,76 % | 3,20 % |
| Nouveau-Brunswick | 1,83 % | 2,29 % | 2,15 % | * | 2,15 % |
| Île-du-Prince-Edouard | 4,10 % | 0,63 % | 1,91 % | * | 1,80 % |
| Québec | 1,36 % | 1,22 % | 1,14 % | 1,52 % | 1,23 % |
| Ontario | 2,07 % | 1,65 % | 1,29 % | 1,77 % | 1,69 % |
| Manitoba | 2,46 % | 1,50 % | 1,57 % | 3,01 % | 1,99 % |
| Saskatchewan | 2,33 % | 1,85 % | 1,81 % | 1,63 % | 1,91 % |
| Alberta | 2,74 % | 1,81 % | 1,80 % | 2,31 % | 2,14 % |
| Colombie-Britannique | 2,34 % | 1,98 % | 1,60 % | 1,62 % | 1,94 % |
| Yukon | * | 0,00 % | 0,86 % | * | 0,58 % |
| Territoires du Nord-Ouest | 4,21 % | 0,58 % | 0,77 % | 1,22 % | 1,06 % |
| Canada** | 2,02 % | 1,57 % | 1,37 % | 2,43 % | 1,71 % |

* Un astérisque indique les provinces où il n'y avait aucun rapport
** Ces taux de représentation sont calculés à partir de l'ensemble des formulaires nationaux, alors que les autres taux présentés dans ce tableau proviennent des formulaires provinciaux.




Profil d'emploi

Dans les autres branches d'activité, le profil d'emploi des personnes handicapées travaillant à temps plein révélait moins de ségrégation professionnelle que ce n'était normalement le cas pour le groupe. Les personnes handicapées représentaient plus de 3 % de l'effectif dans deux catégories : Contremaîtres et Travailleurs qualifiés et artisans.

Salaires

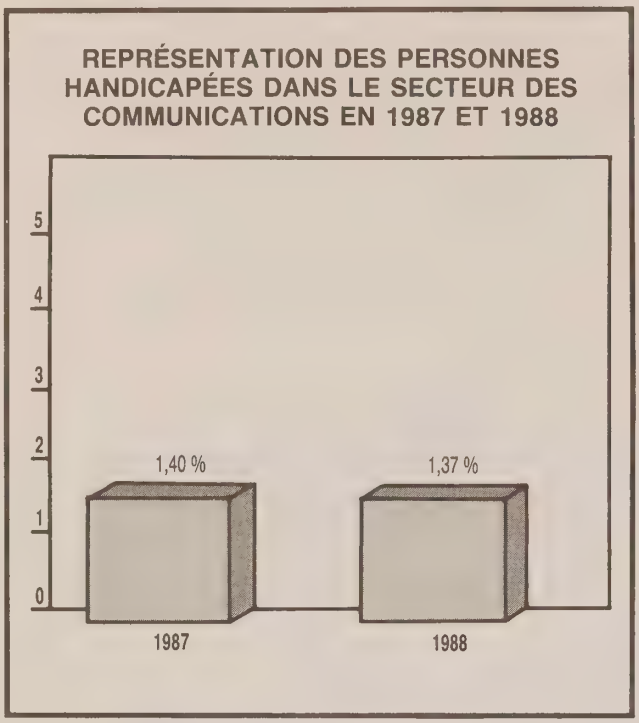
Le salaire moyen versé aux personnes handicapées dans les autres secteurs est plus faible que celui que touchaient l'ensemble de l'effectif de ces secteurs, et les écarts salariaux n'ont pas diminué depuis la première année de rapport. Les hommes handicapés touchaient un salaire estimatif à temps plein de 34 675 $, ou 92,03 % du salaire moyen des hommes travaillant à temps plein. Pour leur part, les femmes handicapées gagnaient un salaire moyen à temps plein de 25 130 $, ou 92,6 % du salaire de l'ensemble des travailleuses des autres branches d'activité.

Effet net des recrutements et des cessations d'emploi

Les employeurs ont déclaré 42 recrutements et 111 cessations de fonctions visant des personnes handicapées au cours de 1988. Ces deux activités ont eu pour effet net de réduire de 69 le nombre de personnes handicapées dans l'effectif. Il y a eu plus de pertes que de gains d'emplois dans toutes les catégories sauf dans les catégories Professionnels, Employés du secteur de la vente et Autres travailleurs manuels.

Possibilités de changement

Selon les rapports des employeurs, au cours de 1988, les personnes handicapées ont bénéficié de 32 recrutements (0,77 %) visant des emplois à temps plein et de 58 promotions à des postes à temps plein (1,51 %). Leur part des recrutements visant des postes à temps plein avait légèrement diminué depuis la première année de rapport, tandis que leur part des promotions s'est accrue légèrement.




### Profil d'emploi

Les personnes handicapées continuaient d'être sous-représentées dans tous les emplois du secteur des communications, aucune amélioration sensible n'ayant été enregistrée depuis la première année de rapport. En fait, la représentation du groupe avait légèrement diminué dans certains emplois. Les hommes et les femmes handicapés étaient davantage concentrés dans des emplois de bureau que l'ensemble des employés des communications. Dans les emplois à temps plein, 38,72 % des hommes handicapés et 71,03 % des femmes handicapées appartenaient à la catégorie Employés de bureau.

### Salaires

Les hommes handicapés touchaient un salaire estimatif à temps plein de 33 908 $, ou 95,64 % du salaire moyen à temps plein des hommes du secteur. Le salaire moyen à temps plein des femmes handicapées s'établissait à 27 735 $, ou 95,27 % de celui de l'ensemble des femmes employées dans le secteur. L'écart salarial entre les hommes et les femmes handicapés était plus faible que dans les autres secteurs. Les femmes handicapées touchaient 81,8 % du salaire moyen à temps plein des hommes handicapés.

### Effet net des recrutements et des cessations de fonctions

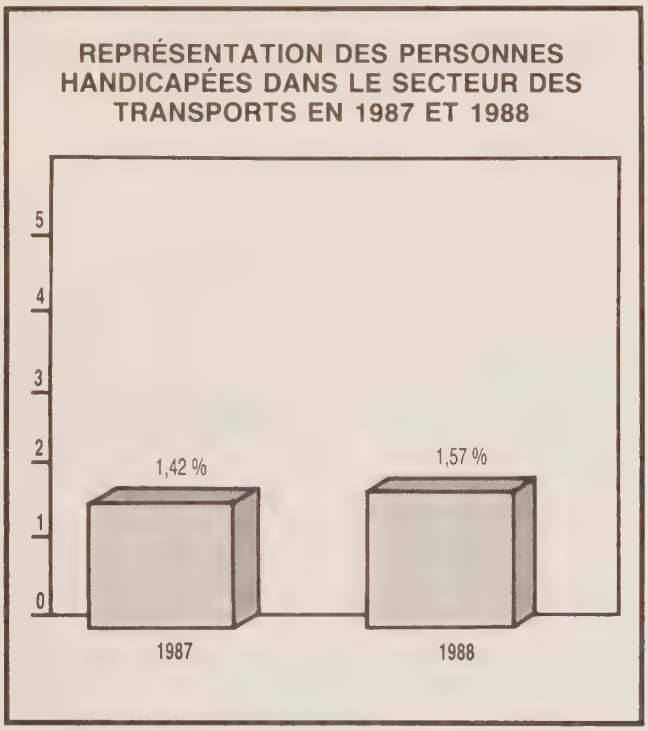
Il y a eu plus de cessations de fonctions que de recrutements à temps plein visant des personnes handicapées dans la plupart des catégories professionnelles dans le secteur des communications. Les 103 recrutements et 172 cessations de fonctions au cours de 1988 se sont traduits par une réduction nette de 69 personnes handicapées pour toutes les catégories d'emploi. Dans les emplois à temps plein, l'effet net a été une réduction de 84, et dans les emplois à temps partiel, une augmentation de 14.

### Possibilités de changement

La part des possibilités d'emploi à temps plein dont ont pu bénéficier les personnes handicapées dans le secteur des communications demeure faible, et elle ne s'est pas beaucoup améliorée depuis la première année de rapport. En 1988, les personnes handicapées ont pu profiter de 61 (0,6 %) des 10 185 recrutements et de 125 (1,09 %) des 11 499 promotions visant des postes à temps plein. Leur part des recrutements à temps plein a été inférieure à 1 % dans toutes les catégories professionnelles, sauf la catégorie Cadres supérieurs où on a engagé une personne handicapée (1,2 %) sur 83 nouveaux employés.

## Autres branches d'activité

Les employeurs des autres secteurs ont déclaré 1 074 personnes handicapées à leur emploi. Ce chiffre représente une augmentation, la représentation du groupe étant passée de 2,32 % qu'elle était la première année de rapport à 2,43 %. Le pourcentage variait d'un sous-secteur à l'autre, s'établissant à 2,98 % dans la recherche et la production nucléaires, à 1,96 % dans l'industrie des silos à grain et à 1,98 % dans l'extraction de l'uranium. Les femmes handicapées ne représentaient que 12,57 % des personnes handicapées travaillant dans les autres secteurs.




### Profil d'emploi

Dans le secteur des transports, les personnes handicapées continuaient d'être sous-représentées dans toutes les catégories professionnelles, particulièrement les catégories Cadres supérieurs et Professionnels. Les hommes et les femmes handicapés étaient davantage concentrés dans des emplois de bureau que l'ensemble des travailleurs et des travailleuses du secteur des transports.

La division du travail selon le sexe se manifestait dans la manière dont les hommes et les femmes handicapés étaient répartis dans les catégories professionnelles : plus de 80 % (80,12 %) des femmes occupant un emploi à temps plein appartenaient aux catégories Employés de bureau, Employés du secteur de la vente et Employés du secteur des services, alors que près des deux tiers (64,37 %) des hommes faisaient partie des catégories Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés ou Autres travailleurs manuels.

### Salaires

Il n'y a pas de différence importante entre le salaire moyen estimatif des personnes handicapées travaillant à temps plein et le salaire moyen à temps plein de l'ensemble des employés du secteur des transports. Les hommes handicapés touchaient 34 898 $, ou 99,57 % du salaire moyen versé aux hommes, et les femmes handicapées gagnaient 26 451 $, ou 100,72 % du salaire moyen des femmes du secteur des transports. Les hommes et les femmes handicapés étaient un peu moins susceptibles que l'effectif total du secteur de toucher moins de 25 000 $.

### Effet net des recrutements et des cessations de fonctions

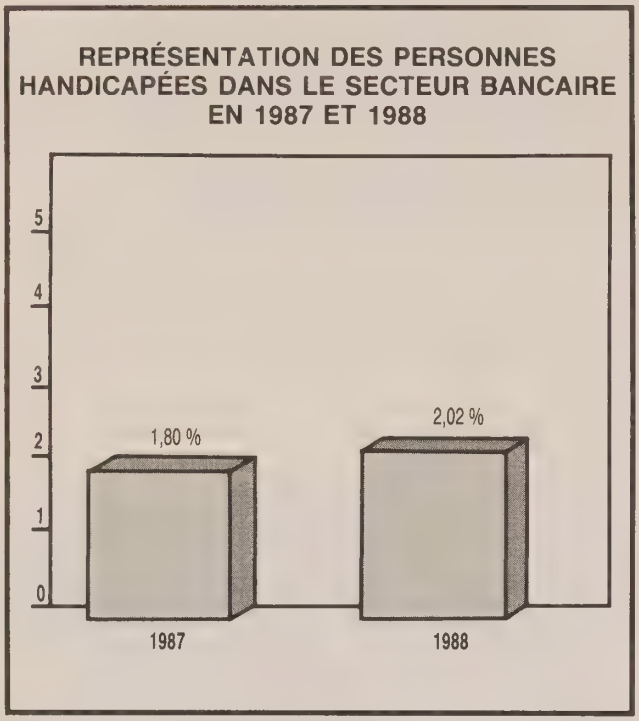
Les 249 recrutements et 340 cessations de fonctions visant des personnes handicapées dans le secteur des transports ont eu pour effet net de réduire de 91 le nombre de personnes handicapées. Il y a eu 118 cessations de fonctions de plus que de recrutements de personnes handicapées visant des emplois à temps plein, et 27 recrutements de plus que de cessations de fonctions visant des emplois à temps partiel.

### Possibilités de changement

Les employeurs du secteur des transports ont déclaré avoir recruté 198 personnes handicapées pour des postes à temps plein et d'en avoir promu 177 à des postes à temps plein au cours de 1988. La part des recrutements visant des postes à temps plein dont a profité le groupe s'est accrue légèrement, passant de 0,56 % en 1987 à 0,60 % en 1988, tandis que sa part des promotions (1,35 %) est demeurée stable. Les taux ci-dessus sont faibles en comparaison du taux de représentation du groupe dans les emplois à temps plein. La proportion des personnes handicapées qui ont profité des chances offertes dans le secteur était faible dans la plupart des catégories professionnelles.

## Secteur des communications

La représentation des personnes handicapées dans le secteur des communications est restée stable en 1988, s'établissant à 1,37 % contre 1,4 % en 1987. Les employeurs ont déclaré 2 387 personnes handicapées, dont 30,58 % étaient des femmes. La représentation des personnes handicapées était faible dans les sous-secteurs des communications, particulièrement dans la diffusion des télécommunications (1,24 %) et la transmission des télécommunications (1,1 %).




catégories Cadres intermédiaires et autres cadres et Professionnels.

### Salaires

Les hommes et les femmes handicapés qui étaient actifs dans le secteur bancaire continuaient de toucher des salaires moyens un peu plus faibles que l'ensemble des salariés du secteur. Le salaire moyen estimatif versé aux hommes handicapés travaillant à temps plein s'établissait à 40 362 $, ou 96,46 % du salaire moyen des hommes travaillant à temps plein dans le secteur. Pour les femmes handicapées, ce chiffre était de 22 992 $, ou 96,63 % du salaire moyen à temps plein des femmes du secteur. Les femmes handicapées touchaient moins de 60 % (56,96 %) du salaire moyen à temps plein des hommes handicapés.

### Effet net des recrutements et des cessations de fonctions

En 1988, les 657 recrutements et 520 cessations de fonctions visant des personnes handicapées dans le secteur bancaire se sont traduits par une augmentation de 137. Presque la moitié (43,38 %) des recrutements concernaient des emplois temporaires. Dans les emplois à temps plein, le nombre de cessations de fonctions a dépassé de 163 celui des recrutements. Il y a eu plus de cessations de fonctions que de recrutements dans tous les emplois à temps plein, à l'exception des emplois de bureau.

### Possibilités de changement

La part des recrutements dont ont bénéficié les personnes handicapées s'était légèrement améliorée depuis la première année de rapport. Toutefois, leur part des promotions à des postes à temps plein était demeurée stable. Pour 1988, les employeurs de ce secteur ont déclaré 221 recrutements et 570 promotions visant des personnes handicapées dans les emplois à temps plein. Ces chiffres représentent 1,42 % des recrutements, contre 0,74 % au cours de la première année de rapport, et 1,56 % des promotions à temps plein. Plus des deux tiers (75,11 %) de tous les recrutements de personnes handicapées visaient des emplois de bureau.

## Secteur des transports

Même si la représentation des personnes handicapées dans le secteur des transports demeure faible, elle a augmenté légèrement, s'établissant à 1,57 % contre 1,42 % la première année de rapport. Les employeurs ont déclaré 3 279 personnes handicapées, la plupart d'entre elles (88,53 %) étant des hommes. La représentation du groupe n'atteignait pas 2 % dans chacun des sous-secteurs des transports, sauf dans les services relatifs au transport par eau (2,06 %), le transport en commun (3,55 %) et le transport par pipeline (4,07 %). Il y a eu une légère baisse de la participation des personnes handicapées dans le transport en commun, le camionnage et le transport par pipeline depuis la première année de rapport. Elle est maintenant la plus faible dans le transport aérien (1,01 %) et la plus élevée dans le transport par pipeline (4.07 %). Les personnes handicapées étaient sous-représentées dans toutes les provinces pour lesquelles les employeurs du secteur des transports ont fourni un rapport, le taux le plus élevé étant enregistré au Nouveau-Brunswick (2,29 %) et le plus faible dans les Territoires du Nord-Ouest et au Yukon.

(28,74 %), et entre les hommes et les femmes faisant partie des autres groupes désignés.

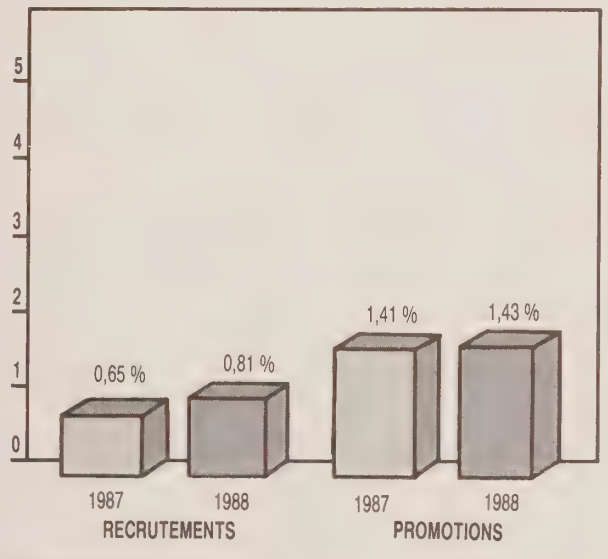
### Effet net des recrutements et des cessations de fonctions

Les employeurs ont déclaré 1 051 recrutements et 1 143 cessations de fonctions visant des personnes handicapées au cours de 1988. Ces deux activités ont eu pour effet net de réduire de 92 le nombre de personnes handicapées dans l'effectif visé par la Loi. Il y a eu plus de pertes d'emplois dans les emplois à temps plein, et plus de cessations de fonctions que de recrutements dans toutes les catégories. Les recrutements et les cessations de fonctions dans les emplois à temps plein se sont traduits par une diminution de 439 dans le nombre de personnes handicapées qui travaillaient.[2]

### Possibilités de changement

Très peu des possibilités d'emploi à temps plein qui se sont présentées sur le marché du travail sont allées à des personnes handicapées. Le groupe a augmenté légèrement (0,16 %) sa part des recrutements à temps plein, et sa part des promotions n'a changé que de façon négligeable depuis 1987. Les employeurs ont déclaré que 512 (0,81 %) des recrutements et 930 (1,43 %) des promotions à temps plein ont bénéficié à des personnes handicapées. Ces deux pourcentages étaient plus faibles que le taux de représentation (1,78 %) des personnes handicapées dans les emplois à temps plein déclaré pour 1988. La proportion des possibilités d'emploi dont a bénéficié le groupe était également faible dans toutes les catégories professionnelles.

**PERSONNES HANDICAPÉES : PART DES RECRUTEMENTS ET DES PROMOTIONS À TEMPS PLEIN EN 1987 ET 1988**



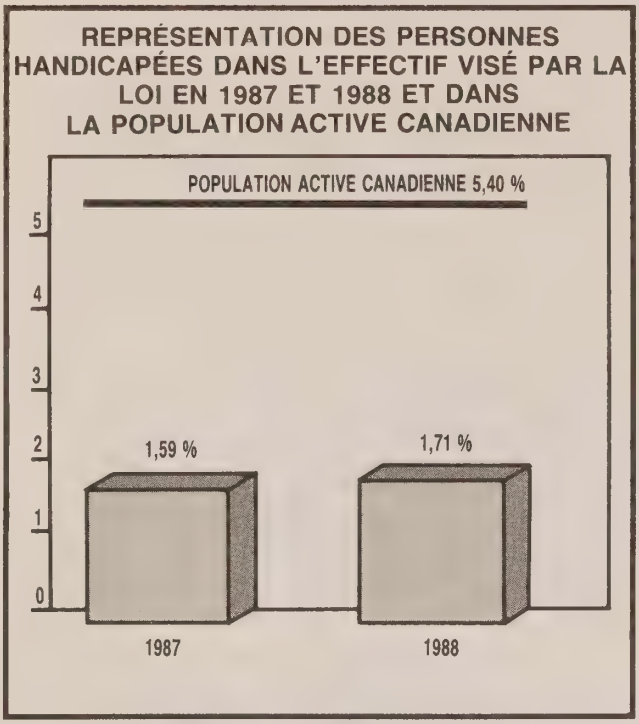

## Secteur bancaire

Les personnes handicapées étaient encore sous-représentées dans le secteur bancaire en 1988, quoique leur taux de participation se soit légèrement accru depuis la première année de rapport. Les employeurs de ce secteur ont déclaré 3 549 personnes handicapées, ou 2,02 % de l'effectif bancaire. Ce chiffre représente une légère augmentation par rapport au pourcentage de 1,80 % enregistré au cours de la première année de rapport. Le nombre de personnes handicapées était inférieur à 3 % dans toutes les provinces pour lesquelles les employeurs du secteur bancaire ont fourni un rapport, à l'exception des Territoires du Nord-Ouest et de l'Île-du-Prince-Édouard où les taux s'établissaient à 4,21 % et 4,10 % respectivement. Même si les femmes handicapées continuaient d'occuper la majorité (68,24 %) des emplois que détenait le groupe dans le secteur bancaire, il y avait proportionnellement plus d'hommes handicapés qui travaillaient dans ce secteur.

### Profil d'emploi

Dans le secteur bancaire, les personnes handicapées étaient sous-représentées dans toutes les catégories professionnelles. Les hommes et les femmes handicapés étaient davantage concentrés dans des emplois de bureau que l'ensemble des employés de ce secteur. Dans les emplois à temps partiel, presque toutes les personnes handicapées (95,05 %) appartenaient à la catégorie Employés de bureau. Elles étaient également moins susceptibles d'occuper des emplois des

[2] Presque toute la croissance nette des emplois visait des emplois temporaires, pour lesquels les exigences en matière de rapport s'appliquant aux cessations de fonctions ne sont pas aussi rigoureuses. Voir « Notes sur les données » pour plus de renseignements sur le calcul de l'effet net des recrutements et des cessations de fonctions.




(35,6 %) des personnes handicapées déclarées par les employeurs, et près des trois quarts (74,80 %) des personnes handicapées occupant un emploi à temps partiel.

## Profil d'emploi

Selon les chiffres rapportés, la représentation des personnes handicapées s'est légèrement améliorée dans toutes les catégories professionnelles sauf dans celles des cadres supérieures et du secteur des services. Toutefois, ce n'est que dans une seule catégorie d'emploi (Contremaîtres) qu'elles constituaient plus de 2 % des salariés. Les femmes et les hommes handicapés occupant un emploi à temps plein étaient plus susceptibles que l'ensemble des hommes et des femmes visés par la Loi d'occuper un emploi de bureau : environ 70 % (70,18 %) des femmes handicapées et 18,14 % des hommes handicapés qui travaillaient à temps plein occupaient un emploi de la catégorie Employés de bureau. Cette tendance était encore plus marquée dans les emplois à temps partiel, où plus de 90 % (90,73 %) des femmes handicapées et près de 60 % (56,08 %) des hommes handicapés détenaient un emploi de bureau.

**Tableau 1**
**Répartition des personnes handicapées et des membres de l'effectif visé par la Loi occupant un emploi à temps plein selon la catégorie professionnelle et le sexe**

| | Personnes handicapées | | Effectif visé par la Loi | |
|---|---|---|---|---|
| **Catégorie professionnelle** | **Hommes** | **Femmes** | **Hommes** | **Femmes** |
| Cadres supérieurs | 1,24 % | 0,06 % | 1,43 % | 0,14 % |
| Cadres intermédiaires et autres cadres | 15,41 % | 10,33 % | 15,44 % | 13,33 % |
| Professionnels | 4,99 % | 5,60 % | 5,37 % | 5,90 % |
| Semi-professionnels et techniciens | 6,02 % | 1,88 % | 7,47 % | 2,55 % |
| Surveillants | 2,80 % | 6,73 % | 2,69 % | 5,44 % |
| Contremaîtres | 4,24 % | 0,03 % | 3,91 % | 0,14 % |
| Employés de bureau | 18,14 % | 70,18 % | 14,83 % | 63,15 % |
| Employés du secteur de la vente | 1,66 % | 2,17 % | 2,29 % | 3,59 % |
| Employés du secteur des services | 1,58 % | 1,52 % | 1,88 % | 3,94 % |
| Travailleurs qualifiés et artisans | 17,61 % | 0,36 % | 17,38 % | 0,42 % |
| Travailleurs manuels spécialisés | 16,52 % | 0,62 % | 18,87 % | 0,74 % |
| Autres travailleurs manuels | 9,79 % | 0,52 % | 8,43 % | 0,66 % |
| Nombre total de salariés | 100,00 % | 100,00 % | 100,00 % | 100,00 % |

## Salaires

Les hommes et les femmes handicapés travaillant à temps plein touchaient un salaire moyen légèrement inférieur à celui de l'ensemble des hommes et femmes dans l'effectif visé par la Loi. Le salaire moyen estimatif des hommes handicapés s'établissait à 35 543 $, ou 98,03 % du salaire moyen des hommes à temps plein. Pour leur part, les femmes handicapées touchaient un salaire moyen estimatif de 24 406 $, ou 94,46 % du salaire moyen des femmes travaillant à temps plein déclarées en vertu de la Loi. La distribution salariale des femmes handicapées reflétait l'écart entre elles et l'ensemble des femmes. Plus de six femmes handicapées sur dix (61,76 %), contre 53,02 % de toutes les femmes travaillant à temps plein, recevaient moins de 25 000 $.

L'écart salarial entre les hommes et les femmes handicapés ne s'est pas rétréci depuis la première année de rapport : les femmes handicapées ne touchaient que 68,67 % du salaire moyen à temps plein versé aux hommes handicapés. Cet écart (31,33 %) était plus élevé que celui que l'on a pu relever entre tous les hommes et toutes les femmes déclarés en vertu de la Loi

# LES PERSONNES HANDICAPÉES

## Les personnes handicapées

### 1. Profil des personnes handicapées dans la population active canadienne[1]

Entre 1984 et 1986, le nombre de personnes handicapées occupant un emploi a augmenté d'environ 11 %. En 1986, le taux de participation des personnes limitées au travail par leur handicap était de 37,7 %, ce qui est assez faible comparativement au taux de participation des Canadiens de 66,5 %. Le taux de participation des femmes handicapées (limitées au travail) n'était que de 28,4 %, contre 64,4 % pour les Canadiennes en général.

En 1986, les personnes handicapées qui étaient limitées au travail affichaient un taux de chômage de 20 %, soit près du double du taux de chômage de l'ensemble des Canadiens. Le taux de chômage des femmes handicapées était de 21,6 %, plus de 10 % plus élevé que celui des Canadiennes dans leur ensemble.

On relevait des différences importantes entre le profil d'emploi des personnes limitées au travail par leur handicap et celui de l'ensemble de la main-d'œuvre. Moins de 2 % de ces personnes occupaient un emploi de la catégorie Cadres supérieurs. Environ 3,3 % d'entre elles appartenaient à la catégorie Cadres intermédiaires et autres cadres, et moins de 7 % à la catégorie Professionnels.

En 1985, le salaire moyen à temps plein de toute la population active âgée de 15 à 64 ans s'établissait à 26 781 $. Les hommes handicapés limités au travail de la même catégorie touchaient en moyenne 24 755 $, alors que les femmes handicapées touchaient un salaire sensiblement plus faible, soit 17 455 $. Ce salaire était d'environ 13 % inférieur au salaire des femmes travaillant à temps plein en 1985.

Il importe de mentionner que même dans les domaines où elles étaient le mieux rémunérées, les femmes gagnaient moins que les hommes. Par exemple, comme professionnelles, les femmes handicapées gagnaient seulement 74 % du salaire que touchaient les hommes handicapés pour le même travail. En outre, leur salaire était de 3 % inférieur à celui de l'ensemble des femmes sur le marché du travail.

Toutes les personnes handicapées qui sont limitées au travail touchaient un salaire inférieur à celui de l'ensemble des actifs, à l'exception des hommes handicapés du secteur des services qui gagnaient 2 % de plus que leurs collègues dans la population totale. Par contre, le revenu annuel des femmes handicapées était de 23 à 26 % inférieur à celui des hommes handicapés dans chacune des catégories professionnelles.

### 2. Profil d'emploi des personnes handicapées dans l'effectif visé par la Loi

En 1988, les personnes handicapées étaient encore sous-représentées dans l'effectif visé par la Loi sur l'équité en matière d'emploi. Les 10 289 personnes handicapées déclarées par les employeurs ne constituaient que 1,71 % de tous les salariés déclarés en application de la Loi. En outre, ces personnes demeuraient sous-représentées dans toutes les provinces pour lesquelles les employeurs ont présenté un rapport. Leur représentation a toutefois augmenté légèrement (0,12 %) depuis la première année de rapport.

Le taux de représentation des femmes dans ce groupe désigné était inférieur à celui des femmes des autres groupes désignés dans l'effectif visé par la Loi. Les femmes représentaient environ le tiers

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[1] L'information ci-dessous est basée sur les statistiques tirées de l'Enquête sur la santé et les limitations d'activités. Étant donné que les limitations dont peuvent souffrir les personnes handicapées n'ont pas nécessairement un effet sur leur rendement au travail, les données sont réparties en deux catégories : les personnes handicapées qui sont limitées au travail et celles qui ne le sont pas.

Le taux de participation des personnes handicapées limitées au travail était très inférieur à celui des personnes handicapées qui indiquaient qu'elles n'étaient pas ainsi limitées. Il y avait aussi des différences importantes entre les profils d'emploi des personnes handicapées limitées au travail et ceux des autres personnes handicapées dont les données étaient plus proches de celles de l'ensemble de la population.

Tableau 8
Recrutements et promotions des autochtones occupant un emploi à temps plein selon la branche d'activité et la catégorie professionnelle

| Catégorie professionnelle | Banques | | | | Transports | | | | Communications | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Recrutés | Promus | Part des recrutements | Part des promotions | Recrutés | Promus | Part des recrutements | Part des promotions | Recrutés | Promus | Part des recrutements | Part des promotions |
| Cadres supérieurs | 0 | 0 | 0,00 % | 0,00 % | 0 | 2 | 0,00 % | 1,11 % | 0 | 0 | 0,00 % | 0,00 % |
| Cadres intermédiaires et autres cadres | 3 | 38 | 0,13 % | 0,32 % | 1 | 6 | 0,12 % | 0,35 % | 4 | 11 | 0,43 % | 0,53 % |
| Professionnels | 2 | 14 | 0,12 % | 0,30 % | 1 | 0 | 0,13 % | 0,00 % | 1 | 3 | 0,17 % | 0,62 % |
| Semi-professionnels et techniciens | 0 | 0 | 0,00 % | 0,00 % | 5 | 6 | 0,30 % | 0,46 % | 7 | 2 | 0,39 % | 0,21 % |
| Surveillants | 0 | 16 | 0,00 % | 0,55 % | 0 | 2 | 0,00 % | 0,30 % | 1 | 5 | 0,67 % | 0,56 % |
| Contremaîtres | 0 | 0 | S/O | 0,00 % | 2 | 14 | 0,60 % | 1,05 % | 0 | 1 | 0,00 % | 0,65 % |
| Employés de bureau | 63 | 115 | 0,58 % | 0,71 % | 58 | 14 | 0,87 % | 0,49 % | 23 | 32 | 0,69 % | 0,61 % |
| Employés du secteur de la vente | 1 | 1 | 1,54 % | 0,88 % | 20 | 1 | 1,38 % | 0,33 % | 2 | 2 | 0,22 % | 0,49 % |
| Employés du secteur des services | 1 | 0 | 1,45 % | 0,00 % | 27 | 3 | 0,93 % | 1,41 % | 0 | 0 | 0,00 % | 0,00 % |
| Travailleurs qualifiés et artisans | 0 | 0 | 0,00 % | 0,00 % | 21 | 11 | 0,72 % | 0,70 % | 4 | 6 | 0,39 % | 0,73 % |
| Travailleurs manuels spécialisés | 0 | 0 | 0,00 % | 0,00 % | 116 | 16 | 1,20 % | 1,01 % | 3 | 1 | 0,56 % | 0,37 % |
| Autres travailleurs manuels | 1 | 0 | 2,94 % | 0,00 % | 106 | 22 | 2,00 % | 2,30 % | 2 | 1 | 0,27 % | 0,85 % |
| Nombre total de salariés | 71 | 184 | 0,46 % | 0,51 % | 357 | 97 | 1,08 % | 0,74 % | 47 | 64 | 0,46 % | 0,56 % |

| Catégorie professionnelle | Autres branches d'activité | | | | Toutes les branches d'activité | | | |
|---|---|---|---|---|---|---|---|---|
| | Recrutés | Promus | Part des recrutements | Part des promotions | Recrutés | Promus | Part des recrutements | Part des promotions |
| Cadres supérieurs | 0 | 1 | 0,00 % | 1,67 % | 0 | 3 | 0,00 % | 0,51 % |
| Cadres intermédiaires et autres cadres | 0 | 4 | 0,00 % | 0,62 % | 8 | 59 | 0,19 % | 0,36 % |
| Professionnels | 2 | 1 | 0,39 % | 0,18 % | 6 | 18 | 0,17 % | 0,29 % |
| Semi-professionnels et techniciens | 3 | 2 | 0,90 % | 0,55 % | 15 | 10 | 0,38 % | 0,33 % |
| Surveillants | 0 | 2 | 0,00 % | 1,16 % | 1 | 25 | 0,12 % | 0,54 % |
| Contremaîtres | 0 | 1 | 0,00 % | 0,52 % | 2 | 16 | 0,52 % | 0,95 % |
| Employés de bureau | 14 | 3 | 1,89 % | 0,44 % | 158 | 164 | 0,73 % | 0,66 % |
| Employés du secteur de la vente | 0 | 0 | 0,00 % | 0,00 % | 23 | 4 | 0,91 % | 0,46 % |
| Employés du secteur des services | 10 | 0 | 2,32 % | 0,00 % | 38 | 3 | 1,10 % | 1,11 % |
| Travailleurs qualifiés et artisans | 6 | 5 | 2,96 % | 2,75 % | 31 | 22 | 0,74 % | 0,84 % |
| Travailleurs manuels spécialisés | 13 | 24 | 3,39 % | 4,91 % | 132 | 41 | 1,24 % | 1,74 % |
| Autres travailleurs manuels | 16 | 9 | 1,36 % | 2,18 % | 125 | 32 | 1,73 % | 2,13 % |
| Nombre total de salariés | 64 | 52 | 1,54 % | 1,35 % | 539 | 397 | 0,86 % | 0,61 % |

**Tableau 6**
**Salaires moyens estimatifs des autochtones selon la catégorie d'emploi, la branche d'activité et le sexe**

| | | Autochtones | | |
|---|---|---|---|---|
| **Branche d'activité** | | **Temps plein** | **Temps partiel** | **Toutes les catégories** |
| Banques | Total | 24 053 $ | 13 600 $ | 22 153 $ |
| | Hommes | 33 928 $ | * | 33 032 $ |
| | Femmes | 22 234 $ | 13 681 $ | 20 485 $ |
| | Femmes/Hommes | 65,53 % | * | 62,02 % |
| Transports | Total | 30 226 $ | 11 408 $ | 29 226 $ |
| | Hommes | 31 534 $ | 10 705 $ | 30 772 $ |
| | Femmes | 21 586 $ | 12 266 $ | 20 201 $ |
| | Femmes/Hommes | 68,45 % | 114,58 % | 65,65 % |
| Communications | Total | 30 294 $ | 23 563 $ | 29 369 $ |
| | Hommes | 33 167 $ | 20 750 $ | 32 028 $ |
| | Femmes | 26 892 $ | 24 856 $ | 26 534 $ |
| | Femmes/Hommes | 81,08 % | 119,79 % | 82,84 % |
| Autres branches d'activité | Total | 32 462 $ | * | 31 421 $ |
| | Hommes | 34 686 $ | * | 33 807 $ |
| | Femmes | 22 330 $ | * | 21 602 $ |
| | Femmes/Hommes | 64,38 % | * | 63,90 % |
| Toutes les branches d'activité | Total | 29 264 $ | 16 485 $ | 27 955 $ |
| | Hommes | 32 507 $ | 15 398 $ | 31 649 $ |
| | Femmes | 23 578 $ | 16 820 $ | 22 368 $ |
| | Femmes/Hommes | 72,53 % | 109,24 % | 70,68 % |

* Un astérisque remplace une valeur lorsqu'il y avait moins de dix personnes.

**Tableau 7**
**Recrutements, cessations de fonctions et effet net pour les autochtones selon la branche d'activité et le sexe**

| | | Temps plein | | | Temps partiel | | | Toutes les catégories | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Branche activité** | | **Recrute-ments** | **Cessations de fonctions** | **Effet net** | **Recrute-ments** | **Cessations de fonctions** | **Effet net** | **Recrute-ments** | **Cessations de fonctions** | **Effet net** |
| Banques | Total | 71 | 124 | (53) | 49 | 46 | 3 | 122 | 171 | (49) |
| | Hommes | 15 | 17 | (2) | 2 | 4 | (2) | 17 | 21 | (4) |
| | Femmes | 56 | 107 | (51) | 47 | 42 | 5 | 105 | 150 | (45) |
| Transports | Total | 357 | 263 | 94 | 72 | 46 | 26 | 438 | 322 | 116 |
| | Hommes | 261 | 213 | 48 | 46 | 39 | 7 | 312 | 264 | 48 |
| | Femmes | 96 | 50 | 46 | 26 | 7 | 19 | 126 | 58 | 68 |
| Communications | Total | 47 | 58 | (11) | 25 | 14 | 11 | 85 | 78 | 7 |
| | Hommes | 21 | 35 | (14) | 18 | 6 | 12 | 47 | 44 | 3 |
| | Femmes | 26 | 23 | 3 | 7 | 8 | (1) | 38 | 34 | 4 |
| Autres branches d'activité | Total | 64 | 58 | 6 | 5 | 1 | 4 | 80 | 64 | 16 |
| | Hommes | 45 | 41 | 4 | 3 | 1 | 2 | 58 | 46 | 12 |
| | Femmes | 19 | 17 | 2 | 2 | 0 | 2 | 22 | 18 | 4 |
| Toutes les branches d'activité | Total | 539 | 503 | 36 | 151 | 107 | 44 | 725 | 635 | 90 |
| | Hommes | 342 | 306 | 36 | 69 | 50 | 19 | 434 | 375 | 59 |
| | Femmes | 197 | 197 | 0 | 82 | 57 | 25 | 291 | 260 | 31 |

**Tableau 4**
**Répartition des autochtones occupant un emploi à temps plein selon la branche d'activité, le sexe et la catégorie professionnelle**

| Catégorie professionnelle | Banques | | Transports | | Communications | | Autres branches d'activité | | Toutes les branches d'activité | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes |
| Cadres supérieurs | 0,81 % | 0,00 % | 0,35 % | 0,00 % | 0,58 % | 0,23 % | 0,25 % | 0,00 % | 0,40 % | 0,07 % |
| Cadres intermédiaires et autres cadres | 35,77 % | 10,03 % | 2,58 % | 1,75 % | 15,18 % | 19,82 % | 6,73 % | 4,55 % | 7,52 % | 11,35 % |
| Professionnels | 9,76 % | 5,54 % | 0,42 % | 0,44 % | 5,06 % | 1,15 % | 1,25 % | 2,27 % | 1,98 % | 3,17 % |
| Semi-professionnels et techniciens | 0,00 % | 0,75 % | 3,34 % | 0,00 % | 7,98 % | 3,23 % | 6,73 % | 2,27 % | 4,69 % | 1,48 % |
| Surveillants | 3,25 % | 7,34 % | 0,84 % | 4,39 % | 3,31 % | 2,76 % | 1,25 % | 5,68 % | 1,54 % | 5,36 % |
| Contremaîtres | 0,00 % | 0,00 % | 9,05 % | 0,00 % | 0,39 % | 0,46 % | 6,48 % | 1,14 % | 6,39 % | 0,21 % |
| Employés de bureau | 40,65 % | 76,20 % | 3,83 % | 44,74 % | 37,55 % | 67,28 % | 2,24 % | 45,45 % | 12,41 % | 66,50 % |
| Employés du secteur de la vente | 3,25 % | 0,00 % | 2,09 % | 14,04 % | 0,39 % | 3,00 % | 0,25 % | 0,00 % | 1,50 % | 3,17 % |
| Employés du secteur des services | 3,25 % | 0,00 % | 2,99 % | 16,23 % | 0,00 % | 0,00 % | 3,74 % | 25,00 % | 2,51 % | 4,16 % |
| Travailleurs qualifiés et artisans | 0,81 % | 0,00 % | 17,55 % | 1,32 % | 21,21 % | 1,38 % | 11,47 % | 1,14 % | 16,49 % | 0,71 % |
| Travailleurs manuels spécialisés | 0,81 % | 0,00 % | 35,58 % | 7,02 % | 4,47 % | 0,69 % | 39,40 % | 7,95 % | 28,01 % | 1,83 % |
| Autres travailleurs manuels | 1,63 % | 0,15 % | 21,38 % | 10,09 % | 3,89 % | 0,00 % | 20,20 % | 4,55 % | 16,57 % | 1,97 % |
| Nombre total de salariés | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % |

**Tableau 5**
**Représentation des autochtones selon la branche d'activité et la catégorie professionnelle**

| Catégorie professionnelle | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|
| Cadres supérieurs | 0,07 % | 0,30 % | 0,35 % | 0,14 % | 0,22 % |
| Cadres intermédiaires et autres cadres | 0,30 % | 0,39 % | 0,64 % | 0,61 % | 0,45 % |
| Professionnels | 0,30 % | 0,19 % | 0,48 % | 0,18 % | 0,31 % |
| Semi-professionnels et techniciens | 0,31 % | 0,43 % | 0,45 % | 0,80 % | 0,48 % |
| Surveillants | 0,60 % | 0,51 % | 0,61 % | 0,65 % | 0,59 % |
| Contremaîtres | 0,00 % | 1,32 % | 0,28 % | 1,52 % | 1,23 % |
| Employés de bureau | 0,68 % | 0,63 % | 0,71 % | 0,76 % | 0,69 % |
| Employés du secteur de la vente | 0,78 % | 0,68 % | 0,33 % | 0,16 % | 0,57 % |
| Employés du secteur des services | 0,88 % | 0,63 % | 0,00 % | 1,88 % | 0,80 % |
| Travailleurs qualifiés et artisans | 0,64 % | 0,79 % | 0,57 % | 1,21 % | 0,73 % |
| Travailleurs manuels spécialisés | 0,73 % | 1,01 % | 0,59 % | 2,47 % | 1,12 % |
| Autres travailleurs manuels | 0,94 % | 1,47 % | 0,80 % | 1,54 % | 1,41 % |
| Nombre total de salariés | 0,55 % | 0,86 % | 0,63 % | 1,19 % | 0,73 % |

**Tableau 2**
**Autochtones selon la branche d'activité, la catégorie d'emploi et le sexe**

| Catégorie d'emploi | | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|---|
| Temps plein | Total | 791 | 1 664 | 948 | 489 | 3 892 |
| | Hommes | 123 | 1 436 | 514 | 401 | 2 474 |
| | Femmes | 668 | 228 | 434 | 88 | 1 418 |
| | Femmes/Hommes | 84,45 % | 13,70 % | 45,78 % | 18,00 % | 36,43 % |
| Temps partiel | Total | 167 | 87 | 127 | 8 | 389 |
| | Hommes | 5 | 55 | 40 | 4 | 104 |
| | Femmes | 162 | 32 | 87 | 4 | 285 |
| | Femmes/Hommes | 97,01 % | 36,78 % | 68,50 % | 50,00 % | 73,26 % |
| Temporaire | Total | 5 | 30 | 18 | 30 | 83 |
| | Hommes | 0 | 23 | 10 | 19 | 52 |
| | Femmes | 5 | 7 | 8 | 11 | 31 |
| | Femmes/Hommes | 100,00 % | 23,33 % | 44,44 % | 36,67 % | 37,35 % |
| Toutes les catégories | Total | 963 | 1 781 | 1 093 | 527 | 4 364 |
| | Hommes | 128 | 1 514 | 564 | 424 | 2 630 |
| | Femmes | 835 | 267 | 529 | 103 | 1 734 |
| | Femmes/Hommes | 86,71 % | 14,99 % | 48,40 % | 19,54 % | 39,73 % |

**Table 3**
**Représentation des autochtones selon la branche d'activité et la province**

| Province | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|
| Terre-Neuve | 0,39 % | 0,24 % | 1,03 % | 0,00 % | 0,50 % |
| Nouvelle-Écosse | 0,63 % | 0,41 % | 0,66 % | 0,21 % | 0,47 % |
| Nouveau-Brunswick | 0,62 % | 0,40 % | 0,46 % | * | 0,47 % |
| Île-du-Prince-Édouard | 0,00 % | 0,25 % | 0,00 % | * | 0,14 % |
| Québec | 0,33 % | 0,43 % | 0,41 % | 0,41 % | 0,40 % |
| Ontario | 0,62 % | 0,88 % | 0,60 % | 0,65 % | 0,69 % |
| Manitoba | 0,72 % | 1,41 % | 1,29 % | 1,94 % | 1,37 % |
| Saskatchewan | 0,24 % | 0,68 % | 1,09 % | 3,70 % | 1,45 % |
| Alberta | 0,61 % | 0,75 % | 0,82 % | 0,49 % | 0,70 % |
| Colombie-Britannique | 0,50 % | 1,12 % | 0,66 % | 1,17 % | 0,82 % |
| Yukon | * | 7,93 % | 2,86 % | * | 4,47 % |
| Territoires du Nord-Ouest | 10,53 % | 13,84 % | 11,88 % | 3,05 % | 11,33 % |
| Canada** | 0,55 % | 0,86 % | 0,63 % | 1,19 % | 0,73 % |

* Un astérisque indique les provinces où il n'y avait aucun rapport

** Ces taux de représentation sont calculés à partir de l'ensemble des formulaires nationaux, alors que les autres taux présentés dans ce tableau proviennent des formulaires provinciaux.

ces promotions concernaient des emplois de bureau. Le nombre de recrutements et de promotions dont ont bénéficié les autochtones a légèrement augmenté depuis la première année de rapport.

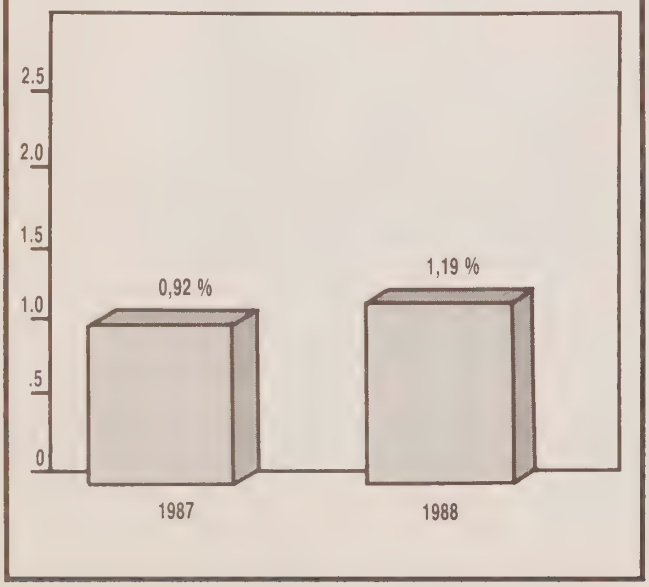
## Autres branches d'activité

La représentation des autochtones dans les autres branches d'activité s'est légèrement améliorée depuis la première année de rapport. En 1988, les employeurs de ces secteurs ont signalé un total de 527 autochtones, ce qui représente 1,19 % de tous les employés qu'ils ont déclarés. La représentation des autochtones était la plus élevée (3,49 %) dans l'extraction de l'uranium. Elle était la plus faible (0,32 %) dans la recherche et la production nucléaires.

### Profil d'emploi

Le profil d'emploi à temps plein des hommes autochtones dans les autres branches d'activité indique qu'ils étaient plus fortement concentrés dans la catégorie Travailleurs manuels spécialisés que l'ensemble des hommes dans ces secteurs. Les femmes autochtones étaient plus susceptibles que l'ensemble de l'effectif féminin de se trouver dans la catégorie Employés du secteur des services. Autant les hommes que les femmes autochtones étaient sous-représentés dans les catégories Cadres supérieurs, Cadres intermédiaires et autres cadres et Professionnels.

**REPRÉSENTATION DES AUTOCHTONES DANS LES AUTRES BRANCHES D'ACTIVITÉ EN 1987 ET 1988**




### Salaires

L'écart salarial entre les autochtones et les autres salariés s'est élargi depuis la première année de rapport. Le salaire moyen estimatif des hommes autochtones était de 34 686 $, ou 92,05 % du salaire moyen des travailleurs à temps plein. Le salaire correspondant pour les femmes autochtones était de 22 330 $, ou 82,28 % du salaire moyen versé à toutes les travailleuses à temps plein.

### Effet net des recrutements et des cessations de fonctions

En 1988, les employeurs ont déclaré que 80 autochtones avaient été recrutés et que 64 avaient fait l'objet d'une cessation de fonctions. Ces deux activités ont eu pour résultat net d'accroître de seize le nombre d'autochtones.

### Possibilités de changement

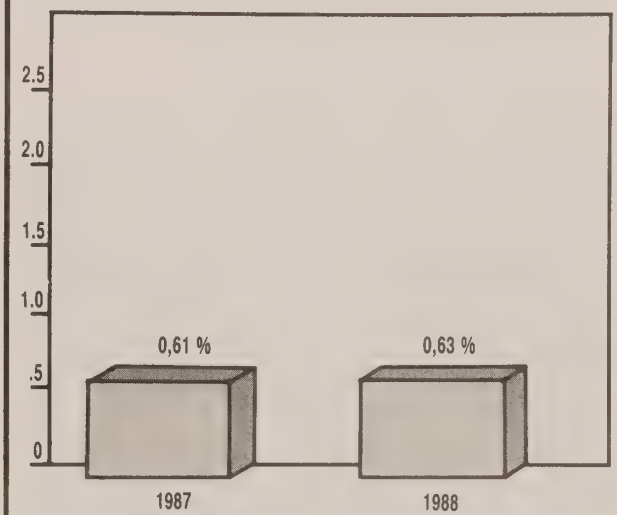
Les recrutements et les promotions ont renforcé la répartition, telle qu'elle existait, des autochtones selon la catégorie professionnelle. Les employeurs ont déclaré que 64 autochtones avaient été recrutés pour des postes à temps plein, et que 52 avaient reçu une promotion. La plupart de ces recrutements et promotions visaient des emplois des catégories Employés de bureau, Travailleurs manuels spécialisés et Autres travailleurs manuels.

reçu une part légèrement plus faible des promotions qui se sont présentées dans le secteur des transports en 1988. Les employeurs ont déclaré que 1,08 % des recrutements (357) et 0,74 % des promotions (97) sont allés à des autochtones. Aucun autochtone n'a été recruté et seulement deux ont été promus dans la catégorie Cadres supérieurs. Un autochtone a été recruté dans la catégorie Cadres intermédiaires et autres cadres, et un autre dans la catégorie Professionnels.

## Secteur des communications

La représentation des autochtones dans le secteur des communications ne s'est pas beaucoup améliorée depuis la première année de rapport. En 1988, les employeurs de ce secteur ont déclaré 1 093 autochtones, représentant 0,63 % de l'effectif. La représentation des autochtones était encore plus faible dans deux des trois sous-secteurs des communications. Dans la diffusion des télécommunications, moins d'un employé sur 200 (0,49 %) était un autochtone. De plus, les autochtones représentaient 0,52 % des employés de la transmission des télécommunications. Leur taux de représentation dans les services postaux et les services de messageries était un peu plus élevée, s'établissant à 0,82 %.

**REPRÉSENTATION DES AUTOCHTONES DANS LE SECTEUR DES COMMUNICATIONS EN 1987 ET 1988**




### Profil d'emploi

Dans le secteur des communications, les autochtones étaient sous-représentés dans tous les emplois, surtout les emplois des catégories Cadres supérieurs, Professionnels et Semi-professionnels et techniciens. Depuis la première année du rapport, leur représentation s'est très peu améliorée dans plusieurs occupations. L'augmentation la plus notable s'est produite dans la catégorie Autres travailleurs manuels.

### Salaires

L'écart salarial entre les autochtones et les autres employés à temps plein du secteur des communications a diminué de 0,7 % en 1988 tandis que l'écart salarial entre les femmes autochtones et l'ensemble des femmes employées dans ce secteur a augmenté de 1,3 %. Le salaire moyen estimatif des hommes autochtones à temps plein était de 33 167 $, ou 93,55 % du salaire moyen des travailleurs dans ce secteur. Le salaire moyen estimatif des femmes autochtones à temps plein était de 26 892 $, ou 92,37 % du salaire moyen de l'ensemble des femmes travaillant à temps plein. Les femmes autochtones touchaient 81,08 % du salaire moyen à temps plein versé aux hommes autochtones.

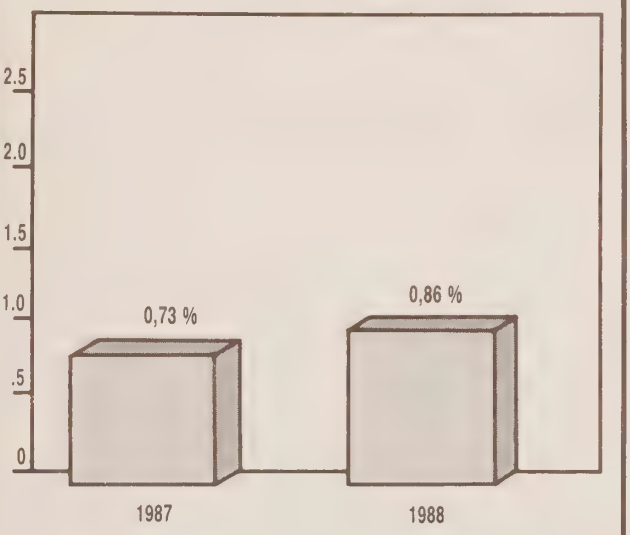
### Effet net des recrutements et des cessations de fonctions

En 1988, les recrutements et les cessations de fonctions dans le secteur des communications se sont soldés par très peu de gains pour les autochtones. Les employeurs de ce secteur ont déclaré avoir recruté 85 autochtones cette année-là, et que 78 d'entre eux avaient fait l'objet d'une cessation de fonctions. Ces deux activités se sont traduites par une augmentation nette de sept autochtones travaillant dans le secteur.

### Possibilités de changement

En 1988, les autochtones n'ont encore bénéficié que d'une très faible proportion des possibilités qui se sont offertes dans le secteur des communications. Sur 10 185 postes à combler, 47 (0,46 %) ont été accordés à des autochtones. Près de la moitié de ces recrutements visaient des emplois de bureau. Sur 11 499 promotions déclarées par les employeurs de ce secteur, 64, ou 0,56 %, ont été consenties à des autochtones. Ici encore, à peu près la moitié de

**REPRÉSENTATION DES AUTOCHTONES DANS LE SECTEUR DES TRANSPORTS EN 1987 ET 1988**




enregistré dans le transport par eau et le taux le plus faible (0,52 %) dans le transport aérien.

### Profil d'emploi

La représentation des autochtones était faible dans la plupart des catégories professionnelles. Elle était encore particulièrement faible dans les catégories Cadres supérieurs, Cadres intermédiaires et autres cadres et Professionnels. Il n'y avait pas de cadres supérieurs parmi les femmes autochtones, seulement quatre d'entre elles occupaient un poste de la catégorie Cadres intermédiaires et autres cadres et une un poste de la catégorie Professionnels.

Le profil d'emploi des autochtones dans le secteur des transports était semblable à leur profil dans l'ensemble de la population active. Les hommes autochtones étaient concentrés dans les catégories Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels, alors que les femmes autochtones étaient concentrées dans les catégories Employés de bureau, Employés du secteur de la vente et Employés du secteur des services. Toutefois, les femmes autochtones détenaient proportionnellement plus d'emplois dans la catégorie Autres travailleurs manuels.

### Salaires

Les autochtones continuaient de toucher un salaire inférieur à celui de l'ensemble des employés du secteur des transports. Le salaire moyen estimatif versé aux hommes autochtones à temps plein se chiffrait à 31 534 $, ou 89,97 % du salaire moyen que recevaient les hommes dans ce secteur; le salaire moyen estimatif versé aux femmes autochtones à temps plein s'élevait à 21 586 $, ou 82,2 % du salaire moyen des femmes. L'écart salarial entre les hommes autochtones et les femmes autochtones également, était encore important, les femmes autochtones travaillant à temps plein recevant 68,45 % du salaire des hommes autochtones. L'écart salarial entre les hommes autochtones et les autres hommes s'est légèrement accentué depuis la première année de rapport (1,14 %). Toutefois, l'écart entre les femmes autochtones et l'ensemble des femmes, et entre les femmes autochtones et les hommes autochtones, a diminué légèrement.

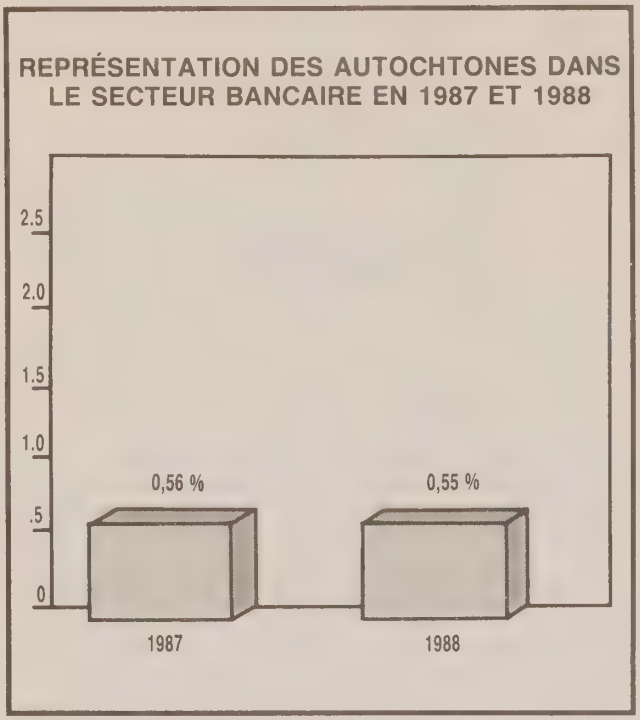
### Effet net des recrutements et des cessations de fonctions

En 1988, 438 autochtones ont été recrutés, et 322 ont fait l'objet d'une cessation de fonctions, pour une augmentation nette de 116. La plus grande partie de cette augmentation a été enregistrée dans le transport aérien. Le résultat net des recrutements et des cessations de fonctions dans le secteur des transports a renforcé la répartition actuelle des autochtones selon la catégorie professionnelle, et il n'a pas modifié la division du travail selon le sexe.

Les employeurs ont déclaré plus de cessations de fonctions que de recrutements pour les hommes autochtones dans toutes les catégories professionnelles, à l'exception des catégories Employés du secteur de la vente, Employés du secteur des services, Travailleurs manuels spécialisés et Autres travailleurs manuels. Presque toute l'augmentation enregistrée pour les femmes autochtones visait des emplois de bureau, du secteur de la vente et du secteur des services.

### Possibilités de changement

Les autochtones ont bénéficié d'une proportion plus élevée des possibilités d'emploi à temps plein et ont




## Secteur bancaire

La représentation des autochtones dans le secteur bancaire ne s'est pas améliorée en 1988. Un total de 963 autochtones ont été déclarés employés dans ce secteur. Ce chiffre représentait 0,55 % de l'effectif du secteur bancaire, comparativement à 0,56 % en 1987. La plupart (86,71 %) des autochtones dans ce secteur étaient des femmes.

### Profil d'emploi

Les autochtones étaient sous-représentés dans toutes les catégories professionnelles, mais surtout dans les catégories Cadres supérieurs, Cadres intermédiaires et autres cadres, et Professionnels. Les autochtones, hommes et femmes, qui travaillaient à temps plein dans le secteur bancaire étaient fortement concentrés dans des emplois de bureau. En effet, plus de 40 % (40,65 %) des hommes autochtones, contre 17,5 % de tous les hommes dans ce secteur, et plus de 76,2 % des femmes autochtones, contre 67,59 % de toutes les femmes, détenaient un tel emploi. Presque tous les autochtones travaillant à temps partiel dans le secteur bancaire étaient des femmes qui occupaient un emploi de bureau.

### Salaires

L'écart salarial entre les hommes autochtones et l'ensemble des hommes travaillant dans le secteur bancaire a diminué légèrement en 1988, contrairement à l'écart entre les femmes autochtones et toutes les travailleuses dans ce secteur, qui n'a pas changé. Le salaire moyen estimatif des autochtones à temps plein était 33 928 $, ou 81,08 % de celui de l'ensemble des hommes dans le secteur. Le salaire moyen estimatif des femmes autochtones à temps plein était 22 234 $, ou 93,45 % de celui de toutes les femmes travaillant à temps plein dans le secteur. L'écart salarial (34,47 %) entre les hommes autochtones et les femmes autochtones a augmenté légèrement (1,98 %) depuis la première année de rapport.

### Effet net des recrutements et des cessations de fonctions

Les employeurs du secteur bancaire ont déclaré que 122 autochtones avaient été embauchés et que 171 avaient fait l'objet d'une cessation de fonctions en 1988. Ces deux activités ont eu pour résultat net de réduire de 45 hommes et de 4 femmes l'effectif autochtone. Toutes les pertes d'emplois visaient des emplois à temps plein.

### Possibilités de changement

En 1988, les possibilités d'emploi dans le secteur bancaire ne se sont pas beaucoup améliorées pour les autochtones. Ceux-ci n'ont obtenu que moins d'un emploi sur 200 (0,49 %) des emplois à temps plein qui se sont présentés dans ce secteur. Il y a eu 71 recrutements pour des postes à temps plein sur un total de 15 537 (0,46 %), et 189 promotions sur un total de 36 430 (0,51%). La plupart des recrutements (88,73 %) visaient des emplois de bureau.

## Secteur des transports

Les autochtones étaient encore sous-représentés dans le secteur des transports en 1988. Les employeurs du secteur ont déclaré 1 781 autochtones, dont 14,99 % étaient des femmes. En 1988, la représentation des autochtones s'est légèrement améliorée, passant de 0,73 % qu'elle était en 1987 à 0,86 %. Leur représentation variait d'un sous-secteur à l'autre, le taux le plus élevé (1,66 %) ayant été

vailleuses à temps plein, et moins des trois quarts (72,53 %) du salaire des hommes autochtones.

Les salaires plus faibles versés aux autochtones, hommes et femmes, se reflètent dans la répartition des salaires à temps plein : près des deux tiers (62,66 %) des femmes autochtones travaillant à temps plein touchaient un salaire de moins de 25 000 $, comparativement à environ la moitié (53,02 %) de toutes les travailleuses à temps plein. Si on les compare à l'ensemble de l'effectif masculin à temps plein, les hommes autochtones étaient plus nombreux à recevoir moins de 25 000 $.

En plus de toucher des salaires moyens plus faibles, les autochtones étaient plus susceptibles de se retrouver dans la fourchette inférieure des échelles de rémunération de la plupart des catégories professionnelles. Les hommes autochtones tendaient à se situer dans le quart le plus bas des salaires, dans huit des douze catégories professionnelles. Quant aux femmes, elles se retrouvaient plus souvent dans les échelles de rémunération plus faibles dans sept des douze catégories professionnelles.

### Effet net des recrutements et des cessations de fonctions

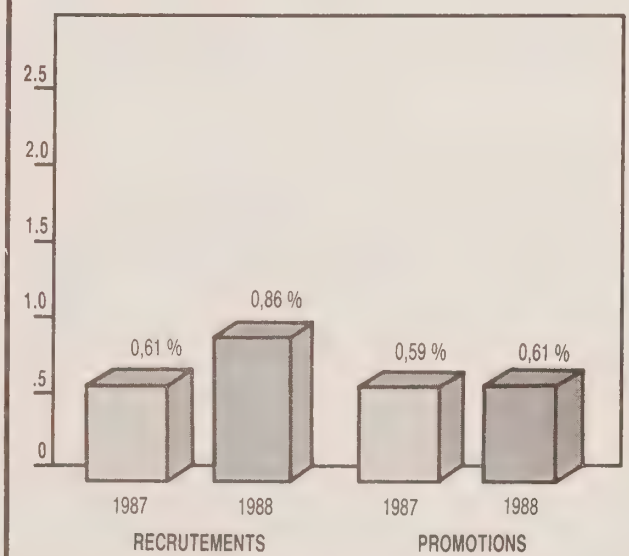
En 1988, les employeurs ont déclaré que 725 autochtones avaient été recrutés et que 635 avaient fait l'objet de cessations de fonctions. Ces deux activités se sont traduites par une augmentation nette de 90 autochtones (59 hommes et 31 femmes), soit une hausse de 2,11 %, un taux plus élevé que celui qu'a affiché l'ensemble de l'effectif visé par la Loi.[1]

Le résultat net des recrutements et des cessations de fonctions a confirmé la répartition actuelle des autochtones dans les catégories professionnelles. Dans le cas des hommes, il y a eu plus de cessations de fonctions que de recrutements dans toutes les catégories professionnelles, à l'exception des catégories Employés du secteur de la vente, Employés du secteur des services, Travailleurs manuels spécialisés et Autres travailleurs manuels. Dans le cas des femmes, il y a eu plus de recrutements que de cessations de fonctions dans les catégories Employés de bureau et Employés du secteur des services, de même que dans les emplois non traditionnels, par exemple dans les catégories Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels. Par contre, il y a eu plus de cessations de fonctions que de recrutements dans les postes de cadres et de professionnels détenus par des autochtones.

### Possibilités de changement

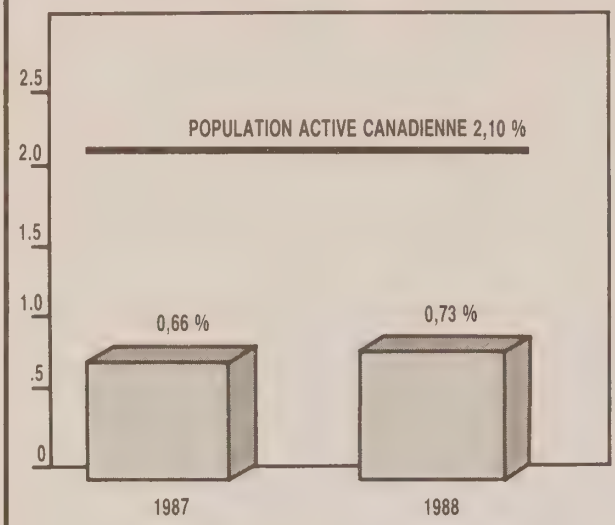
Le nombre d'autochtones recrutés à temps plein a augmenté légèrement depuis la première année de rapport, alors que leur part des promotions à temps plein a très peu changé. Au total, 539 autochtones ont été embauchés pour occuper des postes à temps plein, et 397 ont été promus à des postes de ce genre en 1988. Leur part des recrutements est donc passée de 0,61 % à 0,86 %, et leur part des promotions, de 0,59 % à 0,61 %. Trois des 896 ouvertures qui se sont présentées dans la catégorie Cadres supérieurs ont été occupées par des autochtones, et aucune n'a été comblée par voie de recrutement. Sur les 20 000 postes et plus à temps plein qui se sont offerts dans la catégorie Cadres intermédiaires et autres cadres, les autochtones en ont obtenu seulement 67, ou 0,34 %. Un poste sur 400 parmi les postes à pourvoir à l'intérieur de la catégorie Professionnels est allé à un autochtone. La proportion des emplois offerts dont ont bénéficié les autochtones a dépassé 1 % dans trois catégories : Employés du secteur des services, Travailleurs manuels spécialisés et Autres travailleurs manuels.

**AUTOCHTONES : PART DES RECRUTEMENTS ET DES PROMOTIONS À TEMPS PLEIN EN 1987 ET 1988**




[1] Voir « Notes sur les données, » pour plus de renseignements sur le calcul de l'effet net des recrutements et des cessations de fonctions.

**REPRÉSENTATION DES AUTOCHTONES DANS L'EFFECTIF VISÉ PAR LA LOI EN 1987 ET 1988 ET DANS LA POPULATION ACTIVE CANADIENNE**




s'étant produits dans les Territoires du Nord-Ouest, le Yukon, le Manitoba et la Colombie-Britannique.

## Profil d'emploi

La représentation des autochtones demeurait très faible dans toutes les catégories, particulièrement dans Cadres supérieurs (0,22 %), Cadres intermédiaires et autres cadres (0,45 %) et Professionnels (0,31 %). Toutefois, la situation s'était améliorée depuis 1987, surtout dans les catégories Autres travailleurs manuels, Employés du secteur des services, Contremaîtres et Travailleurs manuels spécialisés.

La répartition selon la catégorie professionnelle des autochtones occupant un emploi à temps plein différait sensiblement de celle de l'effectif visé par la Loi. Ainsi, les hommes autochtones étaient beaucoup moins susceptibles que l'ensemble des salariés masculins visés de se trouver dans les catégories Cadres supérieurs, Cadres intermédiaires et autres cadres, et Professionnels. Moins de 8 % (7,52 %) d'entre eux détenaient un emploi dans la catégorie Cadres intermédiaires et autres cadres contre 15,44 % des hommes dans leur ensemble. Ils étaient plus nombreux à faire partie des catégories Contremaîtres,

**Tableau 1**
**Répartition des autochtones et des membres de l'effectif visé par la Loi occupant un emploi à temps plein selon la catégorie professionnelle et le sexe**

| | Autochtones | | Effectif visé par la Loi | |
|---|---|---|---|---|
| **Catégorie professionnelle** | **Hommes** | **Femmes** | **Hommes** | **Femmes** |
| Cadres supérieurs | 0,40 % | 0,07 % | 1,43 % | 0,14 % |
| Cadres intermédiaires et autres cadres | 7,52 % | 11,35 % | 15,44 % | 13,33 % |
| Professionnels | 1,98 % | 3,17 % | 5,37 % | 5,90 % |
| Semi-professionnels et techniciens | 4,69 % | 1,48 % | 7,47 % | 2,55 % |
| Surveillants | 1,54 % | 5,36 % | 2,69 % | 5,44 % |
| Contremaîtres | 6,39 % | 0,21 % | 3,91 % | 0,14 % |
| Employés de bureau | 12,41 % | 66,50 % | 14,83 % | 63,15 % |
| Employés du secteur de la vente | 1,50 % | 3,17 % | 2,29 % | 3,59 % |
| Employés du secteur des services | 2,51 % | 4,16 % | 1,88 % | 3,94 % |
| Travailleurs qualifiés et artisans | 16,49 % | 0,71 % | 17,38 % | 0,42 % |
| Travailleurs manuels spécialisés | 28,01 % | 1,83 % | 18,87 % | 0,74 % |
| Autres travailleurs manuels | 16,57 % | 1,97 % | 8,43 % | 0,66 % |
| Nombre total de salariés | 100,00 % | 100,00 % | 100,00 % | 100,00 % |

Travailleurs manuels spécialisés et Autres travailleurs manuels. On retrouvait plus du quart d'entre eux (28,01 %), contre 18,87 % du total des hommes, dans la catégorie Travailleurs manuels spécialisés.

Les femmes autochtones étaient plus susceptibles que l'ensemble des travailleuses visées par la Loi d'exercer une profession non traditionnelle, pour se retrouver, par exemple, dans les catégories Travailleurs manuels spécialisés et Autres travailleurs manuels. Elles étaient également plus susceptibles de se retrouver parmi les employés de bureau et moins susceptibles d'occuper un emploi de cadre supérieur ou de professionnel.

## Salaires

L'écart salarial entre les autochtones et la population active visée par la Loi n'a pas beaucoup diminué depuis la première année de rapport. Le salaire moyen des hommes autochtones travaillant à temps plein se situait à 32 507 $, soit seulement 89,65 % du salaire moyen de tous les travailleurs à temps plein. Pour leur part, les femmes autochtones touchaient 23 578 $ ou 91,25 % du salaire moyen des tra-

# LES AUTOCHTONES

## 1. Profil des autochtones dans la population active canadienne

De 1981 à 1986, le nombre d'autochtones dans la population active canadienne a augmenté de 72 %, passant de 122 465 à 210 605. Toutefois, en 1986, leur taux de chômage (22 %) était le double de celui de la population active du Canada. De plus, il était plus élevé dans tous les groupes d'âge, atteignant le taux le plus élevé chez les 15 à 24 ans (31 %). Les femmes affichaient un taux de chômage plus faible que celui des hommes.

Le taux d'activité des autochtones atteignait 60,3 % en 1986 par rapport à 50,4 % en 1981. En dépit de cette augmentation, il était encore bien inférieur à la moyenne nationale de 66,5 %, surtout chez les 15 à 24 ans et les plus de 45 ans. Juste un peu plus de la moitié des autochtones âgés de 15 à 24 ans faisaient partie de la population active, comparativement à 67,8 % du même groupe d'âge dans l'ensemble de la population. Les femmes avaient un taux de participation beaucoup plus faible (51 %) que les hommes (70 %).

Les autochtones représentaient 2,1 % de la main-d'oeuvre canadienne. En 1986, 5,6 % d'entre eux faisaient partie des catégories Cadres supérieurs et Cadres intermédiaires et autres cadres, par comparaison à 8,5 % de la population active totale. On retrouvait une plus forte proportion d'autochtones dans la catégorie Autres travailleurs manuels que dans l'ensemble de la main-d'oeuvre canadienne (21 % contre 14,9 %). Moins de 8 % des autochtones se retrouvaient dans la catégorie Professionnels et moins de 4 % dans les catégories Surveillants et Contremaîtres. Les autochtones étaient également sous-représentés parmi les employés de bureau et ceux du secteur de la vente.

De 1981 à 1986, la proportion d'autochtones ayant fait des études postsecondaires est passée de 22 % à 32 % (un pourcentage encore sensiblement inférieur à la moyenne nationale de 39 %). La proportion d'autochtones ayant moins qu'une 9e année de scolarité a également diminué, étant passée de 38 % à environ 27 %.

L'écart entre le salaire moyen à temps plein des autochtones et celui de tous les travailleurs en général s'est resserré entre 1981 et 1986 : en effet, le salaire moyen des autochtones est passé de 73,1 % à 76,3 % du salaire moyen des Canadiens. En 1986, le salaire moyen des hommes autochtones était encore de quelque 4 000 $ inférieur à la moyenne nationale pour les hommes. Les femmes autochtones étaient encore doublement désavantagées en ce que leur salaire moyen s'établissait à quelque 1 500 $ de moins que la moyenne nationale pour les femmes, et que leur revenu moyen était d'environ 8 000 $ inférieur à celui des hommes autochtones.

Les hommes autochtones dans les métiers de col bleu, appartenant aux catégories telles que Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels, touchaient presque le même salaire que l'ensemble des hommes dans ces catégories. Toutefois, dans la catégorie Cadres supérieurs, ils ne recevaient que 65 % du salaire national moyen des hommes faisant partie de cette catégorie.

## 2. Profil de la situation des autochtones dans l'effectif visé par la Loi

La proportion des autochtones dans l'effectif visé par la Loi n'a augmenté que très légèrement depuis la première année de rapport, faisant que ce groupe est demeuré sous-représenté : les 4 364 autochtones déclarés par les employeurs en 1988 constituaient moins de 1 % (0,73 %) de l'effectif visé par la Loi, comparativement à leur représentation de 2,1 % dans la population active canadienne. Les employeurs ont déclaré 1 734 femmes autochtones, ce qui représentait une diminution de 2,19 % depuis la première année de rapport, de sorte qu'elles comptaient pour moins de 39,73 % de la main-d'oeuvre autochtone totale.

Les autochtones étaient également sous-représentés dans toutes les provinces et régions métropolitaines pour lesquelles les employeurs ont présenté un rapport. Cette sous-représentation était particulièrement évidente à Regina, Winnipeg, Edmonton et Vancouver, où les autochtones constituaient une proportion plus importante de la main-d'oeuvre et de la population. Depuis la première année de rapport, la représentation des autochtones avait augmenté légèrement dans plusieurs provinces, les changements les plus notables

Tableau 12
Recrutements et promotions des femmes occupant un emploi à temps plein selon la branche d'activité et la catégorie professionnelle

| Catégorie professionnelle | Banques | | | | Transports | | | | Communications | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Recrutées | Promues | Part des recrutements | Part des promotions | Recrutées | Promues | Part des recrutements | Part des promotions | Recrutées | Promues | Part des recrutements | Part des promotions |
| Cadres supérieurs | 7 | 23 | 11,29 % | 9,62 % | 8 | 10 | 6,56 % | 5,56 % | 12 | 17 | 14,46 % | 14,91 % |
| Cadres intermédiaires et autres cadres | 814 | 6 066 | 35,06 % | 51,10 % | 188 | 277 | 23,12 % | 16,18 % | 305 | 767 | 32,90 % | 37,14 % |
| Professionnels | 678 | 2 814 | 39,28 % | 59,91 % | 248 | 102 | 31,51 % | 24,70 % | 210 | 145 | 34,88 % | 30,15 % |
| Semi-professionnels et techniciens | 75 | 303 | 45,18 % | 69,50 % | 163 | 160 | 9,75 % | 12,18 % | 517 | 234 | 28,82 % | 24,53 % |
| Surveillants | 166 | 2 494 | 57,84 % | 85,65 % | 131 | 263 | 35,12 % | 38,96 % | 82 | 459 | 55,03 % | 51,00 % |
| Contremaîtres | 0 | 0 | S/O | 0,00 % | 27 | 46 | 8,13 % | 3,45 % | 6 | 23 | 21,43 % | 15,03 % |
| Employés de bureau | 8 680 | 14 440 | 80,49 % | 89,76 % | 5 168 | 1 565 | 77,26 % | 54,34 % | 2 672 | 3 801 | 80,05 % | 72,97 % |
| Employés du secteur de la vente | 23 | 47 | 35,38 % | 41,59 % | 779 | 131 | 53,61 % | 43,23 % | 387 | 299 | 41,61 % | 73,83 % |
| Employés du secteur des services | 17 | 2 | 24,64 % | 9,52 % | 2 013 | 106 | 69,03 % | 49,77 % | 10 | 3 | 27,78 % | 42,86 % |
| Travailleurs qualifiés et artisans | 3 | 5 | 16,67 % | 19,23 % | 60 | 29 | 2,05 % | 1,84 % | 48 | 57 | 4,67 % | 6,93 % |
| Travailleurs manuels spécialisés | 0 | 0 | 0,00 % | 0,00 % | 527 | 69 | 5,44 % | 4,36 % | 65 | 48 | 12,20 % | 17,71 % |
| Autres travailleurs manuels | 8 | 1 | 23,53 % | 7,69 % | 332 | 29 | 6,27 % | 3,03 % | 68 | 26 | 9,23 % | 22,22 % |
| Nombre total de salariés | 10 471 | 26 195 | 67,39 % | 71,91 % | 9 644 | 2 787 | 29,16 % | 21,21 % | 4 382 | 5 879 | 43,02 % | 51,13 % |

| Catégorie professionnelle | Autres branches d'activité | | | | Toutes les branches d'activité | | | |
|---|---|---|---|---|---|---|---|---|
| | Recrutées | Promues | Part des recrutements | Part des promotions | Recrutées | Promues | Part des recrutements | Part des promotions |
| Cadres supérieurs | 9 | 10 | 25,00 % | 16,67 % | 36 | 60 | 11,88 % | 10,12 % |
| Cadres intermédiaires et autres cadres | 54 | 129 | 28,57 % | 19,91 % | 1 361 | 7 239 | 32,02 % | 44,42 % |
| Professionnels | 150 | 168 | 29,24 % | 30,60 % | 1 286 | 3 229 | 35,45 % | 52,59 % |
| Semi-professionnels et techniciens | 95 | 116 | 28,53 % | 31,69 % | 850 | 813 | 21,44 % | 26,48 % |
| Surveillants | 7 | 67 | 18,92 % | 38,95 % | 386 | 3 283 | 45,63 % | 70,47 % |
| Contremaîtres | 0 | 1 | 0,00 % | 0,52 % | 33 | 70 | 8,66 % | 4,16 % |
| Employés de bureau | 639 | 574 | 86,23 % | 83,55 % | 17 159 | 20 380 | 79,62 % | 81,97 % |
| Employés du secteur de la vente | 18 | 13 | 20,22 % | 22,81 % | 1 207 | 490 | 47,58 % | 55,81 % |
| Employés du secteur des services | 220 | 1 | 51,04 % | 3,33 % | 2 260 | 112 | 65,47 % | 41,33 % |
| Travailleurs qualifiés et artisans | 4 | 3 | 1,97 % | 1,65 % | 115 | 94 | 2,75 % | 3,61 % |
| Travailleurs manuels spécialisés | 7 | 14 | 1,82 % | 2,86 % | 599 | 131 | 5,65 % | 5,57 % |
| Autres travailleurs manuels | 218 | 16 | 18,52 % | 3,88 % | 626 | 72 | 8,64 % | 4,80 % |
| Nombre total de salariés | 1 421 | 1 112 | 34,21 % | 28,94 % | 25 918 | 35 973 | 41,17 % | 55,42 % |

**Tableau 11**
**Recrutements, cessations de fonctions et effet net pour les hommes et les femmes selon la branche d'activité**

| | | Temps plein | | | Temps partiel | | | Toutes les catégories | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Branche d'activité** | | **Recrute-ments** | **Cessations de fonctions** | **Effet net** | **Recrute-ments** | **Cessations de fonctions** | **Effet net** | **Recrute-ments** | **Cessations de fonctions** | **Effet net** |
| Banques | Total | 15 537 | 17 159 | (1 622) | 9 301 | 7 646 | 1 655 | 25 160 | 24 978 | 182 |
| | Hommes | 5 056 | 4 843 | 213 | 1 204 | 876 | 328 | 6 299 | 5 737 | 562 |
| | Femmes | 10 471 | 12 316 | (1 845) | 8 097 | 6 770 | 1 327 | 18 851 | 19 241 | (390) |
| Transports | Total | 33 070 | 28 828 | 4 242 | 11 293 | 7 930 | 3 363 | 46 424 | 38 211 | 8 213 |
| | Hommes | 23 448 | 23 434 | 14 | 6 920 | 5 710 | 1 210 | 32 098 | 30 342 | 1 756 |
| | Femmes | 9 644 | 5 415 | 4 229 | 4 373 | 2 220 | 2 153 | 14 348 | 7 890 | 6 458 |
| Communications | Total | 10 185 | 10 962 | (777) | 6 596 | 4 742 | 1 854 | 19 154 | 17 544 | 1 610 |
| | Hommes | 5 803 | 6 860 | (1 057) | 3 475 | 2 755 | 720 | 10 492 | 10 520 | (28) |
| | Femmes | 4 382 | 4 102 | 280 | 3 121 | 1 987 | 1 134 | 8 662 | 7 024 | 1 638 |
| Autres branches d'activité | Total | 4 154 | 5 519 | (1 365) | 835 | 889 | (54) | 5 423 | 6 607 | (1 184) |
| | Hommes | 2 733 | 3 994 | (1 261) | 516 | 511 | 5 | 3 531 | 4 635 | (1 104) |
| | Femmes | 1 421 | 1 525 | (104) | 319 | 378 | (59) | 1 892 | 1 972 | (80) |
| Toutes les branches d'activité | Total | 62 946 | 62 468 | 478 | 28 025 | 21 207 | 6 818 | 96 161 | 87 340 | 8 821 |
| | Hommes | 37 040 | 39 131 | (2 091) | 12 115 | 9 852 | 2 263 | 52 420 | 51 234 | 1 186 |
| | Femmes | 25 918 | 23 358 | 2 560 | 15 910 | 11 355 | 4 555 | 43 753 | 36 127 | 7 626 |

Tableau 9
Répartition des hommes et des femmes occupant un emploi à temps plein selon la branche d'activité et la catégorie professionnelle

| Catégorie professionnelle | Banques | | Transports | | Communications | | Autres branches d'activité | | Toutes les branches d'activité | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes |
| Cadres supérieurs | 3,46 % | 0,06 % | 0,99 % | 0,22 % | 1,11 % | 0,16 % | 2,05 % | 0,59 % | 1,43 % | 0,14 % |
| Cadres intermédiaires et autres cadres | 53,54 % | 14,81 % | 5,86 % | 3,93 % | 16,28 % | 16,86 % | 13,06 % | 8,22 % | 15,44 % | 13,33 % |
| Professionnels | 17,89 % | 8,63 % | 1,84 % | 2,38 % | 4,58 % | 2,61 % | 9,61 % | 8,38 % | 5,37 % | 5,90 % |
| Semi-professionnels et techniciens | 1,35 % | 0,97 % | 6,52 % | 2,45 % | 11,31 % | 4,70 % | 8,38 % | 7,73 % | 7,47 % | 2,55 % |
| Surveillants | 2,96 % | 7,58 % | 1,98 % | 3,96 % | 3,44 % | 2,42 % | 3,66 % | 5,31 % | 2,69 % | 5,44 % |
| Contremaîtres | 0,16 % | 0,00 % | 6,04 % | 0,58 % | 1,42 % | 0,14 % | 5,43 % | 0,15 % | 3,91 % | 0,14 % |
| Employés de bureau | 17,50 % | 67,59 % | 6,69 % | 44,49 % | 31,19 % | 66,98 % | 3,31 % | 55,91 % | 14,83 % | 63,15 % |
| Employés du secteur de la vente | 0,66 % | 0,22 % | 3,03 % | 14,24 % | 1,99 % | 3,92 % | 1,57 % | 1,00 % | 2,29 % | 3,59 % |
| Employés du secteur des services | 0,88 % | 0,06 % | 3,15 % | 22,20 % | 0,10 % | 0,15 % | 2,17 % | 5,70 % | 1,88 % | 3,94 % |
| Travailleurs qualifiés et artisans | 0,64 % | 0,04 % | 20,19 % | 0,77 % | 21,61 % | 0,94 % | 11,72 % | 0,23 % | 17,38 % | 0,42 % |
| Travailleurs manuels spécialisés | 0,32 % | 0,01 % | 32,10 % | 3,23 % | 4,17 % | 0,63 % | 20,05 % | 0,86 % | 18,87 % | 0,74 % |
| Autres travailleurs manuels | 0,64 % | 0,03 % | 11,62 % | 1,54 % | 2,80 % | 0,50 % | 18,99 % | 5,92 % | 8,43 % | 0,66 % |
| Nombre total de salariés | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % |

Tableau 10
Représentation des hommes et des femmes occupant un emploi à temps plein selon la branche d'activité et la catégorie professionnelle

| Catégorie professionnelle | Banques | | Transports | | Communications | | Autres branches d'activité | | Toutes les branches d'activité | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes | Hommes | Femmes |
| Cadres supérieurs | 95,56 % | 4,44 % | 95,52 % | 4,48 % | 92,15 % | 7,85 % | 92,74 % | 7,26 % | 94,35 % | 5,65 % |
| Cadres intermédiaires et autres cadres | 57,33 % | 42,67 % | 87,56 % | 12,44 % | 61,41 % | 38,59 % | 84,49 % | 15,51 % | 64,50 % | 35,50 % |
| Professionnels | 43,61 % | 56,39 % | 78,38 % | 21,62 % | 70,54 % | 29,46 % | 80,46 % | 19,54 % | 58,57 % | 41,43 % |
| Semi-professionnels et techniciens | 33,64 % | 66,36 % | 92,64 % | 7,36 % | 77,30 % | 22,70 % | 79,54 % | 20,46 % | 80,72 % | 19,28 % |
| Surveillants | 12,78 % | 87,22 % | 70,18 % | 29,82 % | 70,01 % | 29,99 % | 71,08 % | 28,92 % | 43,79 % | 56,21 % |
| Contremaîtres | 96,88 % | 3,13 % | 97,94 % | 2,00 % | 94,39 % | 5,61 % | 99,21 % | 0,79 % | 97,71 % | 2,24 % |
| Employés de bureau | 8,29 % | 91,71 % | 40,40 % | 59,59 % | 39,68 % | 60,32 % | 18,10 % | 81,90 % | 24,07 % | 75,93 % |
| Employés du secteur de la vente | 52,94 % | 47,06 % | 42,25 % | 57,75 % | 43,76 % | 56,24 % | 83,69 % | 16,31 % | 44,33 % | 55,67 % |
| Employés du secteur des services | 81,19 % | 18,81 % | 41,70 % | 58,29 % | 44,12 % | 55,88 % | 63,70 % | 36,30 % | 45,75 % | 54,25 % |
| Travailleurs qualifiés et artisans | 84,57 % | 15,43 % | 99,15 % | 0,86 % | 97,15 % | 2,88 % | 99,46 % | 0,54 % | 98,35 % | 1,66 % |
| Travailleurs manuels spécialisés | 94,89 % | 5,11 % | 97,10 % | 2,90 % | 90,47 % | 9,53 % | 98,57 % | 1,43 % | 96,73 % | 3,27 % |
| Autres travailleurs manuels | 86,79 % | 13,21 % | 96,27 % | 3,72 % | 87,36 % | 12,64 % | 90,20 % | 9,80 % | 94,00 % | 5,99 % |
| Nombre total de salariés | 23,92 % | 76,08 % | 81,34 % | 18,66 % | 59,04 % | 40,96 % | 77,47 % | 22,53 % | 57,88 % | 42,12 % |

**Tableau 7**
**Hommes et femmes dans l'effectif visé par la Loi selon la branche d'activité et la catégorie d'emploi**

| Catégorie d'emploi | | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|---|
| Temps plein | Total | 144 781 | 192 385 | 153 150 | 41 150 | 531 466 |
| | Hommes | 39 877 | 158 934 | 95 369 | 32 379 | 326 559 |
| | Femmes | 104 904 | 33 438 | 57 787 | 8 771 | 204 900 |
| | Femmes/Hommes | 72,46 % | 17,38 % | 37,73 % | 21,31 % | 38,55 % |
| Temps partiel | Total | 29 997 | 11 726 | 17 262 | 2 177 | 61 162 |
| | Hommes | 2 017 | 6 862 | 5 579 | 1 314 | 15 772 |
| | Femmes | 27 980 | 4 864 | 11 683 | 863 | 45 390 |
| | Femmes/Hommes | 93,28 % | 41,48 % | 67,68 % | 39,64 % | 74,21 % |
| Temporaire | Total | 591 | 4 154 | 3 362 | 891 | 8 998 |
| | Hommes | 48 | 3 599 | 1 651 | 564 | 5 862 |
| | Femmes | 543 555 | 1 711 | 327 | 3 136 | |
| | Femmes/Hommes | 91,88 % | 13,36 % | 50,89 % | 36,70 % | 34,85 % |
| Toutes les catégories | Total | 175 369 | 208 265 | 173 774 | 44 218 | 601 626 |
| | Hommes | 41 942 | 169 395 | 102 599 | 34 257 | 348 193 |
| | Femmes | 133 427 | 38 857 | 71 181 | 9 961 | 253 426 |
| | Femmes/Hommes | 76,08 % | 18,66 % | 40,96 % | 22,53 % | 42,12 % |

**Tableau 8**
**Représentation des femmes selon la branche d'activité et la province**

| Province | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|
| Terre-Neuve | 84,04 % | 12,93 % | 39,45 % | 2,87 % | 39,20 % |
| Nouvelle-Écosse | 78,73 % | 18,31 % | 35,41 % | 2,34 % | 35,28 % |
| Nouveau-Brunswick | 83,03 % | 12,28 % | 35,09 % | * | 33,91 % |
| Île-du-Prince-Édouard | 83,33 % | 17,34 % | 36,64 % | * | 38,60 % |
| Québec | 76,81 % | 18,16 % | 38,41 % | 33,20 % | 41,22 % |
| Ontario | 72,80 % | 20,95 % | 42,15 % | 24,41 % | 45,37 % |
| Manitoba | 80,45 % | 14,74 % | 37,41 % | 24,00 % | 31,49 % |
| Saskatchewan | 77,86 % | 5,86 % | 45,23 % | 15,55 % | 36,15 % |
| Alberta | 81,99 % | 19,67 % | 45,44 % | 18,74 % | 45,23 % |
| Colombie-Britannique | 81,83 % | 19,34 % | 41,77 % | 26,75 % | 42,30 % |
| Yukon | * | 2,44 % | 43,43 % | * | 30,35 % |
| Territoires du Nord-Ouest | 82,11 % | 17,35 % | 29,12 % | 0,00 % | 23,52 % |
| Canada** | 76,08 % | 18,66 % | 40,96 % | 22,53 % | 42,12 % |

* Un astérisque indique les provinces où il n'y avait aucun rapport
** Ces taux de représentation sont calculées à partir de l'ensemble des formulaires nationaux, alors que les autres taux présentés dans ce tableau proviennent des formulaires provinciaux.

emplois de bureau dans chacun des sous-secteurs. Dans l'industrie de l'extraction de l'uranium, les femmes occupaient 73,1 % des emplois de bureau, 83,5 % dans les industries des silos à grain et 86,52 % dans la recherche et la production nucléaires. Dans ces deux sous-secteurs, les femmes détenaient moins de 10 % (8,3 %) des emplois de la catégorie Professionnels et 1,25 % de la catégorie Travailleurs qualifiés et artisans.

## Salaires

Le salaire moyen à temps plein des femmes dans les autres secteurs se chiffrait à 27 139 $, soit 72,03 % du salaire moyen des hommes. La distribution salariale des femmes employées à temps plein reflétait leur salaire moyen inférieur. Près de la moitié (49,99 %) des femmes touchaient moins de 25 000 $ annuellement, comparativement à 12,13 % des hommes.

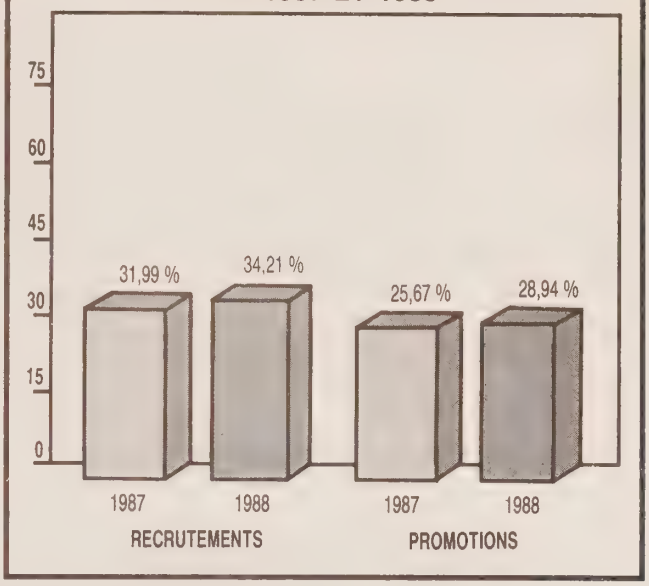
**Tableau 6**
**Salaires moyens estimatifs des hommes et des femmes dans les autres branches d'activité**

| | Temps plein | Temps partiel | Toutes les catégories |
|---|---|---|---|
| Total | 35 433 $ | 12 367 $ | 33 947 $ |
| Hommes | 37 680 $ | 12 648 $ | 36 403 $ |
| Femmes | 27 139 $ | 11 939 $ | 25 490 $ |
| Femmes/Hommes | 72,03 % | 94,40 % | 70,02 % |

## Effet net des recrutements et des cessations de fonctions

Les employeurs des autres secteurs ont déclaré 1 892 recrutements et 1 972 cessations de fonctions touchant les femmes en 1988. L'effet net de ces activités a été de réduire de 80 le nombre de femmes et de 1 104 celui des hommes.

**FEMMES : PART DES RECRUTEMENTS ET DES PROMOTIONS À TEMPS PLEIN DANS LES AUTRES BRANCHES D'ACTIVITÉ EN 1987 ET 1988**




## Possibilités de changement

La part des recrutements et des promotions à temps plein qui a profité aux femmes s'est accrue comparativement à l'année précédente. Les employeurs indiquaient que les femmes avaient fait l'objet de 1 421 recrutements à temps plein (34,21 %) et qu'elles avaient obtenu 1 112 promotions à temps plein (28,94 %). La représentation des femmes a augmenté dans plusieurs catégories professionnelles. Toutefois, leur part des recrutements à des emplois non-traditionnels n'a pas augmenté au cours de 1988. Pendant ce temps, la part des recrutements à des emplois de bureau à temps plein visant les femmes a augmenté pour atteindre près de 90 % (86,23 %) en 1988.

**Tableau 5**
**Salaires moyens estimatifs des hommes et des femmes dans le secteur des communications**

| | Temps plein | Temps partiel | Toutes les catégories |
|---|---|---|---|
| Total | 33 062 $ | 21 379 $ | 31 810 $ |
| Hommes | 35 454 $ | 20 227 $ | 34 546 $ |
| Femmes | 29 113 $ | 21 929 $ | 27 865 $ |
| Femmes/Hommes | 82,11 % | 108,42 % | 80,66 % |

un emploi à temps plein touchaient un salaire de moins de 25 000 $, contre 6,95 % des hommes.

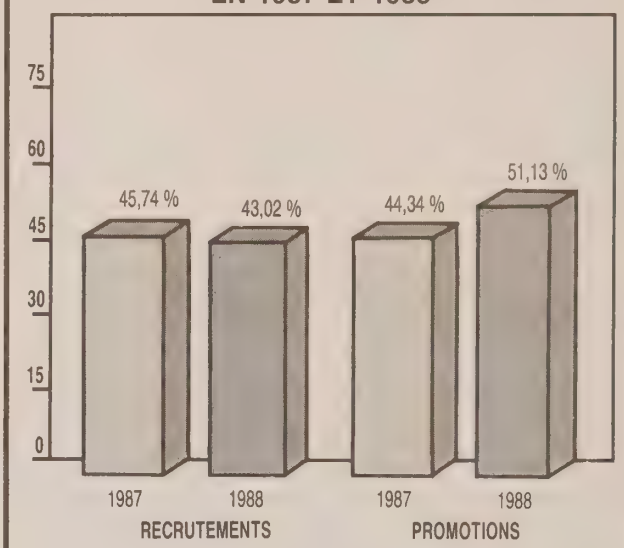
### Effet net des recrutements et des cessations de fonctions

Les employeurs du secteur des communications ont déclaré 8 662 recrutements et 7 024 cessations de fonctions touchant les femmes. Ces activités se sont traduites par une augmentation totale de 1 638 employés de sexe féminin et une diminution de 28 employés de sexe masculin. Dans le sous-secteur des télécommunications, il y a eu 1 167 recrutements de plus que de cessations de fonctions touchant les femmes. Concernant les employées des services postaux et des services de messageries, il y a eu 83 cessations de fonctions de plus que de recrutements, et dans la diffusion des télécommunications, 554 recrutements de plus que de cessations de fonctions.

### Possibilités de changement

En 1988, les femmes ont bénéficié d'une proportion légèrement plus faible des recrutements à temps plein par comparaison à 1987, alors que leur part des promotions a augmenté de près de 7 %. Les employeurs du secteur des communications ont déclaré avoir recruté 4 382 femmes à temps plein et avoir promu 5 879 femmes en 1988. Dans les emplois à temps plein, 43,02 % des recrutements et 51,13 % des promotions visaient des femmes. Le nombre de femmes recrutées a augmenté dans toutes les catégories, à l'exception des catégories Professionnels, Travailleurs qualifiés et artisans et Travailleurs manuels spécialisés. Le nombre de promotions à des postes de surveillants a également fortement augmenté parmi les femmes.

**FEMMES : PART DES RECRUTEMENTS ET DES PROMOTIONS À TEMPS PLEIN DANS LE SECTEUR DES COMMUNICATIONS EN 1987 ET 1988**




## Autres branches d'activité

En 1988, un total de 9 961 femmes, ou 3,93 % de toutes les femmes visées par la Loi, travaillaient dans ce qu'on désigne par autres branches d'activité, où elles représentaient 22,53 % de tous les employés. Dans l'industrie de l'extraction de l'uranium, elles comptaient pour 7,94 % des salariés et, dans la recherche et la production nucléaires, pour 21,39 % des salariés. Dans les industries des silos à grain, les femmes représentaient 15,65 % des employés. Depuis le dépôt des premiers rapports des employeurs, leur représentation s'est accrue légèrement dans ces trois sous-secteurs.

### Profil d'emploi

Le profil d'emploi des femmes dans les autres secteurs était aussi très différent de celui des hommes. Plus de la moitié (55,91 %) des femmes occupant un emploi à temps plein faisaient partie de la catégorie Employés de bureau comparativement à 3,31 % des hommes. Plus d'un homme sur cinq (20,05 %) occupait un emploi de travailleur manuel spécialisé comparativement à moins d'une femme sur cent (0,86 %). Les femmes détenaient plus de 70 % des

Employés du secteur des services. Dans le secteur des transports, l'effet net des recrutements et des cessations de fonctions a donc renforcé la répartition déjà établie des femmes selon la catégorie professionnelle.

### Possibilités de changement

En ce qui concerne les recrutements pour des postes à temps plein, la part des femmes a augmenté de près de 10 % (9,53 %) depuis la première année de rapport, et leur part des promotions de plus de 3 %. Sur un total de 46 210 possibilités de changement découlant de recrutements et de promotions, dans les emplois à temps plein, 29,16 % des recrutements et 21,21 % des promotions sont allés à des femmes. Le taux des femmes recrutées à des postes à temps plein a augmenté dans plusieurs catégories professionnelles. La plus forte augmentation s'est produite dans la catégorie Employés du secteur des services (19,63 %). Toutefois, l'augmentation enregistrée dans le recrutement de femmes pour des postes à temps plein dans des emplois non traditionnels demeurait faible : 2,05 % chez les travailleurs qualifiés et les artisans, 5,44 % chez les travailleurs manuels spécialisés, et 6,27 % chez les autres travailleurs manuels. Dans la catégorie des cadres supérieurs, les femmes ont profité de 18 chances offertes sur un total de 302, ou de 5,96 %.

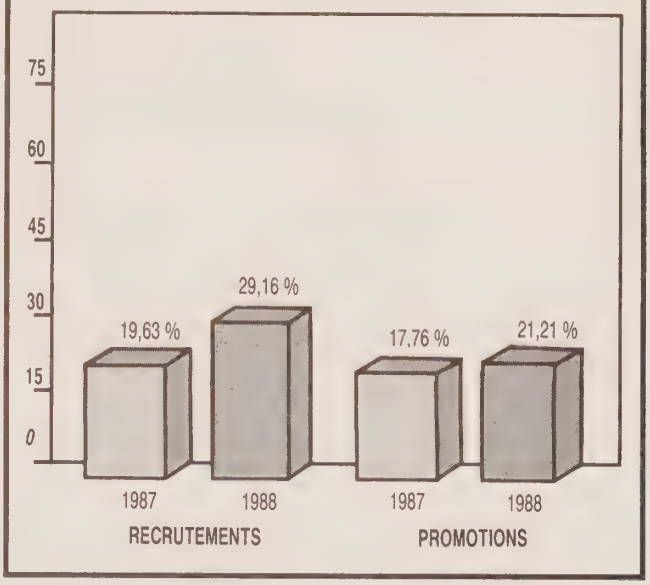
## Secteur des communications

Les 71 181 femmes qui travaillaient dans le secteur des communications en 1988, selon les rapports des employeurs, constituaient 28,9 % de tout l'effectif féminin visé par la Loi en 1988. La représentation des femmes dans le secteur des communications a augmenté de 1,39 %, pour atteindre 40,96 %. Elle s'est aussi légèrement améliorée dans les sous-secteurs, s'établissant aujourd'hui à 36,3 % dans les services postaux et de messageries, à 36,1 % dans la diffusion des télécommunications et à 47,48 % dans la transmission des télécommunications.

### Profil d'emploi

Dans le secteur des communications, les différences dans la répartition selon le sexe n'étaient pas aussi marquées qu'ailleurs, vu les genres d'emplois qui sont inclus dans la catégorie Employés de bureau.

**FEMMES : PART DES RECRUTEMENTS ET DES PROMOTIONS À TEMPS PLEIN DANS LE SECTEUR DES TRANSPORTS EN 1987 ET 1988**




Plus du tiers (37,55 %) des hommes engagés à temps plein faisaient partie de cette catégorie, contre 67,28 % des femmes, et la plupart d'entre eux appartenaient aux services postaux et aux services de messageries où ils détenaient effectivement la majorité (61,18 %) des postes. Les femmes occupaient la plupart des emplois de bureau dans la transmission des télécommunications (93,17 %) et dans la diffusion des télécommunications (84,22 %). La représentation des femmes avait augmenté légèrement dans la plupart des emplois du secteur des communications, mais elle demeurait très faible dans les catégories Cadres supérieurs (7,85 %), Professionnels (29,46 %) et Travailleurs qualifiés et artisans (2,88 %).

### Salaires

Le salaire moyen des femmes occupant un poste à temps plein dans le secteur des communications s'établissait à 29 113 $, soit le salaire moyen le plus élevé versé aux femmes visées par la Loi. Il était toutefois encore très inférieur (soit de 17,89 %) au salaire moyen des hommes. La distribution salariale des femmes et des hommes travaillant à temps plein dans le secteur des communications reflète l'écart salarial. Plus du quart (26,92 %) des femmes occupant

cadres supérieurs, les femmes ont été l'objet de 11,29 % des recrutements et ont obtenu 9,62 % des promotions.

## Secteur des transports

En 1988, les employeurs du secteur des transports ont déclaré un total de 38 857 employées, soit 15,33 % de la population active féminine visée par la Loi. Les femmes représentaient 18,66 % de tous les salariés de ce secteur. Ce pourcentage est légèrement plus élevé que le chiffre de 16,91 % signalé la première année. Les femmes étaient peu représentées dans toutes les provinces sur lesquelles les employeurs du secteur des transports ont fait rapport, la Saskatchewan et le Yukon affichant les taux les plus faibles, soit 5,86 % et 2,44 % respectivement. La représentation des femmes était également uniformément faible dans les sous-secteurs des transports où des augmentations de moins de 1 % ont été enregistrées, sauf dans le transport aérien (2,15 %), dans le transport par pipeline (1,03 %) et dans le transport en commun (3,11 %). Dans les services relatifs au transport par eau, la représentation des femmes a diminué légèrement.

Dans le transport aérien, les femmes détenaient 38,3 % des emplois. Dans le transport ferroviaire, elles représentaient moins d'un employé sur dix (8,69 %). Dans les industries du camionnage et du transport en commun, les taux étaient de 14,76 % et de 19,59 % respectivement. Les femmes comptaient pour 12,6 % des employés de l'industrie du transport par eau et pour 19,32 % des employés de l'industrie du transport par pipeline.

### Profil d'emploi

Dans le secteur des transports également, les femmes occupaient des emplois très différents de ceux des hommes. Plus de 80 % (80,94 %) des femmes occupant un emploi à temps plein appartenaient aux catégories Employés de bureau, Employés du secteur de la vente ou Employés du secteur des services, alors que près des deux tiers (63.91 %) des hommes à temps plein faisaient partie des catégories Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels. Cette division du travail selon le sexe existait dans tous les sous-secteurs des transports.

La représentation des femmes a légèrement augmenté dans les catégories Cadres intermédiaires et autres cadres et Professionnels depuis la première année de rapport. Toutefois, leur représentation dans les emplois non traditionnels demeurait faible : moins de 1 % dans la catégorie Travailleurs qualifiés et artisans, moins de 3 % (2,9 %) dans la catégorie Travailleurs manuels spécialisés et 3,72 % dans la catégorie Autres travailleurs manuels. Les femmes étaient aussi sous-représentées dans les emplois de cadres supérieurs (4,48 %).

### Salaires

Les femmes travaillant à temps plein dans le secteur des transports étaient encore moins rémunérées que les hommes, alors que l'écart salarial (25,07 %) demeurait stable depuis l'année précédente. Le salaire moyen à temps plein des femmes se chiffrait à 26 261 $, ce qui était moins des trois quarts (74,93 %) du salaire moyen équivalent des hommes. Près de la moitié (44,86 %) des femmes occupant un emploi à temps plein dans le secteur des transports recevaient moins de 25 000 $, par rapport à 16,06 % des hommes. Dans les sous-secteurs des transports, il y avait toujours plus de femmes que d'hommes qui touchaient moins de 25 000 $.

**Tableau 4**
**Salaires moyens estimatifs des hommes et des femmes dans le secteur des transports**

| | Temps plein | Temps partiel | Toutes les catégories |
|---|---|---|---|
| Total | 33 523 $ | 12 600 $ | 31 870 $ |
| Hommes | 35 049 $ | 13 520 $ | 33 639 $ |
| Femmes | 26 261 $ | 11 292 $ | 24 148 $ |
| Femmes/Hommes | 74,93 % | 83,52 % | 71,79 % |

### Effet net des recrutements et des cessations de fonctions

Les employeurs du secteur des transports ont rapporté 14 348 recrutements et 7 890 cessations de fonctions touchant les femmes, activités qui se sont traduites par une augmentation nette de 6 458 emplois. Cette augmentation (6080) s'est produite surtout dans le transport aérien, dans les catégories Employés de bureau, Employés du secteur de la vente et

Depuis la première année de rapport, la représentation des femmes dans les emplois de la catégorie Cadres intermédiaires et autres cadres avait augmenté, passant de 39,26 % à 42,67 %. Leur représentation s'est aussi accrue dans les catégories Cadres supérieurs et Professionnels. Malgré ces augmentations, les femmes occupaient encore moins de 5 % (4,44 %) de tous les postes de cadres supérieurs dans le secteur bancaire.

## Salaires

Dans le secteur bancaire, les femmes qui détenaient un emploi à temps plein gagnaient, en moyenne, un salaire estimatif de 23 792 $, soit 56,86 % du salaire moyen des hommes qui travaillaient à temps plein dans le secteur. Dans les postes à temps plein, l'écart salarial entre les hommes et les femmes était considérablement plus important que dans les autres secteurs (transports, communications et autres). Cet écart reflétait la distribution salariale des femmes et des hommes qui travaillaient à temps plein dans le secteur bancaire. Environ 70 % (70,26 %) des femmes touchaient moins de 25 000 $ par an par rapport à moins de 20 % (19,42 %) des hommes.

**Tableau 3**
**Salaires moyens estimatifs des hommes et des femmes dans le secteur bancaire**

| | Temps plein | Temps partiel | Toutes les catégories |
|---|---|---|---|
| Total | 28 765 $ | 11 380 $ | 25 713 $ |
| Hommes | 41 845 $ | 10 340 $ | 40 291 $ |
| Femmes | 23 792 $ | 11 455 $ | 21 130 $ |
| Femmes/Hommes | 56,86 % | 110,78 % | 52,44 % |

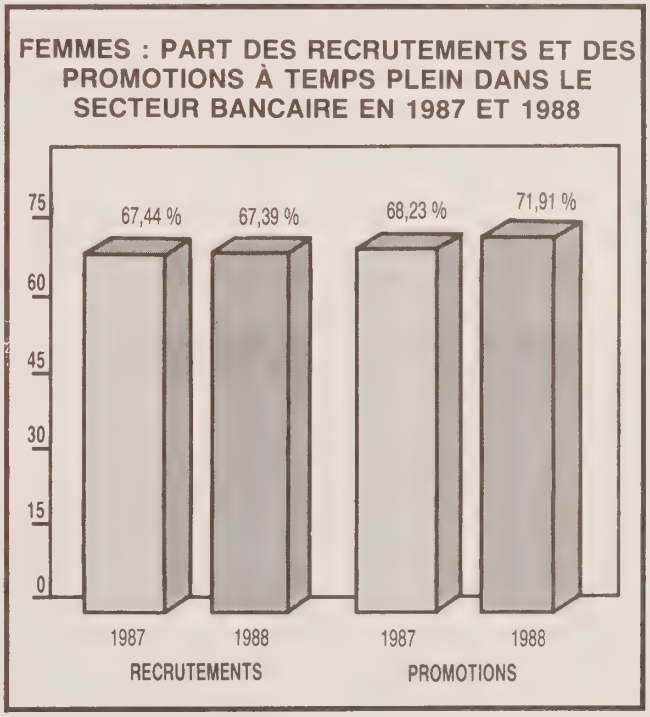
## Effet net des recrutements et des cessations de fonctions

En 1988, le nombre des cessations de fonctions dépassait de 390 le nombre des recrutements visant des femmes dans le secteur bancaire. L'effet net des recrutements et des cessations de fonctions était une perte de 1 845 emplois à temps plein, une augmentation de 1 327 emplois à temps partiel et une augmentation de 128 emplois temporaires. L'effet net dans les emplois à temps plein était une diminution de 215 emplois de la catégorie Cadres intermédiaires et autres cadres, et de 478 emplois de la catégorie Surveillants. Pour ce qui est des emplois à temps partiel, il y a eu plus de cessations de fonctions que de recrutements dans toutes les catégories, sauf dans celle des employés de bureau qui a enregistré une augmentation nette de 1 378 emplois.

## Possibilités de changement

Dans le secteur bancaire, en 1988, le nombre de femmes recrutées est demeuré constant, se situant aux deux tiers environ (67,39 %) de tous les nouveaux engagements pour des postes à temps plein; la part des promotions remportées par des femmes a augmenté de presque 4 % (3,71 %), pour s'établir à 71,91 % de toutes les promotions à des postes à temps plein. Le nombre de femmes recrutées dans les catégories Cadres supérieurs, Cadres intermédiaires et autres cadres et Professionnels a augmenté légèrement. Toutefois, leur part des promotions était encore proportionnellement plus faible que leur représentation dans le secteur bancaire.

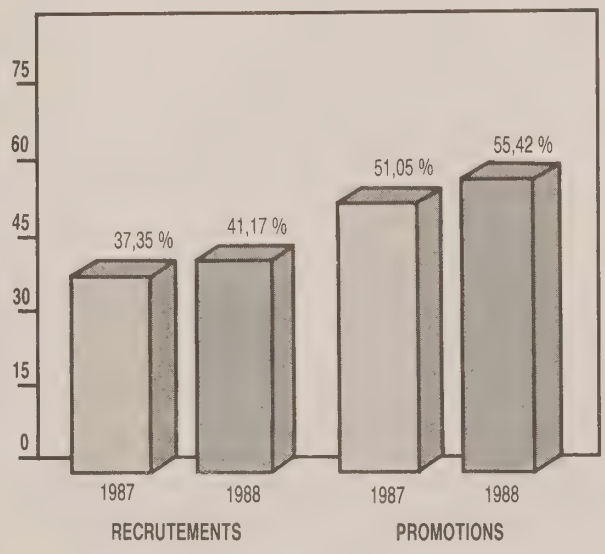
Dans la catégorie des cadres intermédiaires, les femmes ont profité de 48,48 % des possibilités offertes, contre 54,37 % des possibilités dans la catégorie des professionnels. Dans la catégorie des



la plupart (59,73 %) de ces nouveaux emplois étaient à temps partiel et environ le tiers (33,56 %) à temps plein. Ce chiffre représente une hausse de 3,1 %, ce qui est plus élevé que le pourcentage établi pour l'effectif total visé par la Loi.[5] Par ailleurs, pour les hommes, il y a eu une perte nette de 2 091 emplois à temps plein et un gain net de 2 263 emplois à temps partiel et de 1 014 emplois temporaires.

Les recrutements et les cessations de fonctions se sont faits conformément au schéma déjà existant de la répartition des femmes dans les différentes branches d'activité. Les nouveaux emplois qui sont allés à des femmes se situaient en grande partie dans les catégories des emplois de bureau, du secteur de la vente et du secteur des services. Plus de femmes ont cessé d'exercer leurs fonctions qu'il n'en a été engagé dans les catégories Cadres intermédiaires et autres cadres, Surveillants, Contremaîtres, Autres travailleurs manuels, et Professionnels.

**FEMMES : PART DES RECRUTEMENTS ET DES PROMOTIONS À TEMPS PLEIN EN 1987 ET 1988**




[5] Pour plus d'information concernant ce calcul, voir « Notes sur les données ».

### Possibilités de changement

Les employeurs ont signalé le recrutement de 25 918 femmes et la promotion de 35 973 femmes à des postes à temps plein en 1988. Le taux de recrutement des femmes à des postes à temps plein est passé de 37,35 % en 1987 à 41,17 % en 1988. Leur part des promotions a augmenté aussi, passant de 51,05 % en 1987 à 55,42% en 1988. Une augmentation du recrutement et des promotions à des postes à temps plein a été enregistrée dans la plupart des catégories professionnelles. Toutefois, deux tiers des femmes recrutées à des postes à temps plein appartenaient à la catégorie Employés de bureau. Moins de 10 % des femmes ont profité des possibilités de recrutement et de promotion offertes dans les catégories Contremaîtres, Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels. Dans la catégorie Cadres supérieurs, 11,88 % des employés recrutés étaient des femmes.

## Secteur bancaire

Les femmes constituaient, en 1988, plus des trois quarts (76.08 %) de tous les employés du secteur bancaire. Ce secteur employait alors 133 427 femmes, ou plus de la moitié (52,65 %) de toutes les femmes faisant partie de l'effectif visé par la Loi sur l'équité en matière d'emploi. Dans ce secteur, la représentation des femmes par province était uniformément élevée.

### Profil d'emploi

Le profil d'emploi des femmes visées par la Loi dans le secteur bancaire était très différent de celui des hommes et continuait de révéler une forte ségrégation professionnelle. En effet, plus des deux tiers (67,59 %) des femmes qui occupaient un poste à temps plein et presque toutes celles (96,74 %) qui occupaient un poste à temps partiel dans ce secteur (96,74 %) se retrouvaient dans la catégorie Employés de bureau. Ainsi, en 1988, les femmes occupaient 91,71 % des emplois de bureau dans ce secteur, taux sensiblement plus élevé que celui des femmes détenant un emploi de bureau dans les autres secteurs visés par la Loi (Transports, Communications et Autres) et dans l'ensemble de la population active canadienne. Le secteur bancaire était le seul à compter plus de femmes que d'hommes dans des emplois de la catégorie Professionnels.

## Profil d'emploi

Les profils d'emploi des hommes et des femmes différaient considérablement. Les femmes étaient fortement concentrées dans les emplois de bureau. Près des deux tiers (63,15 %) occupaient un emploi de bureau à temps plein, comparativement à 14,83 % des hommes.[2] Presque toutes les femmes travaillant à temps partiel (86,54 %) détenaient ce genre d'emploi. Les femmes faisant partie de l'effectif visé par la Loi détenaient rarement un emploi non traditionnel appartenant, par exemple, aux catégories Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels.

Tableau 1
**Répartition des hommes et des femmes occupant un emploi à temps plein dans l'effectif visé par la Loi selon la catégorie professionnelle**

| Catégorie professionnelle | Hommes | Femmes |
|---|---|---|
| Cadres supérieurs | 1,43 % | 0,14 % |
| Cadres intermédiaires et autres cadres | 15,44 % | 13,33 % |
| Professionnels | 5,37 % | 5,90 % |
| Semi-professionnels et techniciens | 7,47 % | 2,55 % |
| Surveillants | 2,69 % | 5,44 % |
| Contremaîtres | 3,91 % | 0,14 % |
| Employés de bureau | 14,83 % | 63,15 % |
| Employés du secteur de la vente | 2,29 % | 3,59 % |
| Employés du secteur des services | 1,88 % | 3,94 % |
| Travailleurs qualifiés et artisans | 17,38 % | 0,42 % |
| Travailleurs manuels spécialisés | 18,87 % | 0,74 % |
| Autres travailleurs manuels | 8,43 % | 0,66 % |
| Nombre total de salariés | 100,00 % | 100,00 % |

Dans la plupart des catégories professionnelles, les femmes étaient mieux représentées qu'elles ne l'étaient la première année de rapport. Néanmoins, leur profil d'emploi reflétait toujours un degré élevé de ségrégation. En 1988, plus des trois quarts (75,93 %) de tous les employés de bureau étaient des femmes, chiffre d'environ 4 % inférieur à la représentation des femmes dans les emplois de bureau dans l'ensemble de la population active canadienne.[3] Les femmes constituaient également un pourcentage élevé des surveillants (56,21 %), des employés du secteur de la vente (55,67 %) et des employés du secteur des services (54,25 %). La présence des femmes était faible dans les catégories Cadres supérieurs (5,65 %), Travailleurs qualifiés et artisans (1,66 %), Travailleurs manuels spécialisés (3,27 %) et Autres travailleurs manuels (5,99 %).

Tableau 2
**Salaires moyens estimatifs des hommes et des femmes dans l'effectif visé par la Loi**

| | Temps plein | Temps partiel | Toutes les catégories |
|---|---|---|---|
| Total | 32 241 $ | 14 469 $ | 30 210 $ |
| Hommes | 36 258 $ | 15 409 $ | 34 980 $ |
| Femmes | 25 839 $ | 14 141 $ | 23 655 $ |
| Femmes/Hommes | 71,26 % | 91,77 % | 67,63 % |

## Salaires

Il a été constaté que les femmes employées à temps plein touchaient encore un salaire très inférieur à celui des hommes, et que l'écart salarial[4] entre les deux groupes (28,74 %) n'avait pas diminué sensiblement depuis la première année de rapport. En 1988, le salaire moyen estimatif des femmes travaillant à temps plein se chiffrait à 25 839 $. La distribution salariale des femmes et des hommes travaillant à temps plein reflétait également un écart. Plus de la moitié (53,02 %) des femmes et seulement 13,42 % des hommes occupant un emploi à temps plein touchaient moins de 25 000 $ en 1988. Dans la plupart des catégories d'emploi et dans tous les secteurs, les femmes étaient plus susceptibles d'être moins rémunérées que les hommes.

## Effet net des recrutements et des cessations de fonctions

Chez les femmes, il y a eu plus de recrutements que de cessations de fonctions, que ce soit dans les postes à temps plein, à temps partiel ou temporaires. Le recrutement de 43 753 femmes et les cessations de fonctions de 36 127 femmes en 1988 s'est traduit par une augmentation de 7 626 salariées. Toutefois,

[2] La proportion d'hommes occupant un emploi de bureau était plus élevée qu'elle ne l'était dans le rapport de l'année précédente, car quelques travailleurs manuels spécialisés du secteur des communications ont été reclassifiés pour rejoindre les employés de bureau

[3] Voir la note précédente.

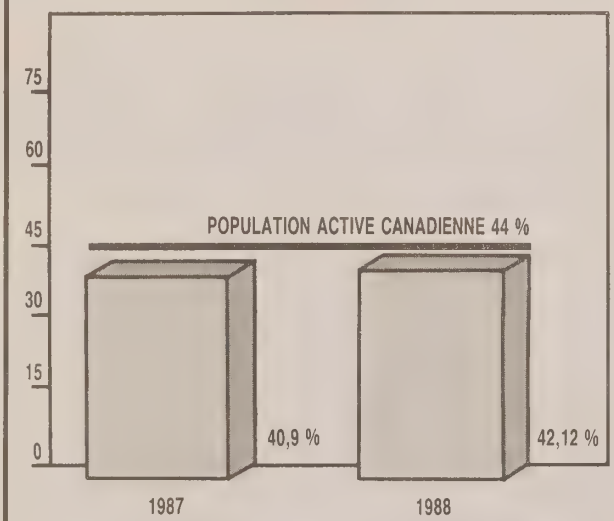
[4] L'information requise des employeurs par la Loi sur l'équité en matière d'emploi ne permet pas une analyse de tous les facteurs qui déterminent l'écart salarial

entre les hommes et les femmes était le plus marqué. Le salaire des femmes représentait 57,5 % de celui des hommes. Par ailleurs, l'écart était le plus faible dans la catégorie des employés de bureau où le salaire des femmes atteignait 75,2 % de celui des hommes.

## 2. Profil des femmes dans l'effectif visé par la Loi sur l'équité en matière d'emploi

Les 253 426 travailleuses déclarées par les employeurs constituaient 42,12 % de l'effectif visé par la Loi. Même si ce chiffre dénotait une augmentation de 1,22 % depuis la première année de rapport, la représentation des femmes dans ce groupe demeurait sensiblement plus faible que dans l'ensemble de la population active canadienne (44 %). Parmi les provinces pour lesquelles les employeurs ont fourni des données, l'Ontario était la seule où la représentation des femmes actives visées par la Loi n'était pas inférieure à celle des femmes dans l'ensemble de la population active canadienne.

**REPRÉSENTATION DES FEMMES DANS L'EFFECTIF VISÉ PAR LA LOI EN 1987 ET 1988 ET DANS LA POPULATION ACTIVE CANADIENNE**




La majorité des gains ont été réalisés dans les emplois à temps plein : une augmentation de 1,06 % a porté la représentation des femmes à 38,55 % de tous les employés à temps plein déclarés en 1988.

Sous-représentées dans les emplois à temps plein, les femmes constituaient par contre 74,21 % des travailleurs à temps partiel déclarés dans les rapports. Presque une femme sur cinq (17,91 %) occupait un poste à temps partiel, contre seulement 4,53 % des hommes. Ces chiffres sont significatifs, car les postes à temps partiel offrent généralement des salaires moyens plus faibles et moins de possibilités d'avancement.

### Les femmes membres d'un autre groupe désigné

Les rapports des employeurs ont révélé non seulement que les femmes faisant partie de l'effectif visé par la Loi étaient désavantagées, mais il y a aussi lieu de croire qu'elles l'étaient encore plus si elles appartenaient à un autre groupe désigné. Près d'une femme sur dix (9,69 %) appartenant à l'effectif visé par la Loi était également membre d'un autre groupe désigné (7,56 % étaient membres de minorités visibles, 1,45 % étaient des personnes handicapées et 0,68 % étaient des autochtones). Les autres 90,31 % étaient de race blanche et ne souffraient d'aucune incapacité.[1]

Les femmes membres d'un autre groupe désigné étaient davantage concentrées dans des emplois de bureau que les femmes de race blanche ne souffrant pas d'incapacité, et elles étaient relativement plus nombreuses à toucher un salaire moyen à temps plein inférieur à 25 000 $. Leur pourcentage atteignait plus de 60 %, alors que celui des femmes de race blanche ne souffrant d'aucune incapacité se chiffrait à 51,99 %. Elles étaient également plus nombreuses à occuper un emploi à temps partiel.

[1] Les femmes qui font partie de plus d'un groupe désigné sont inscrites par les employeurs dans chaque catégorie appropriée. Par exemple, une femme autochtone est inscrite une fois dans la colonne des autochtones et une fois dans la colonne des femmes. Il en résulte un double comptage et un chevauchement. Une fois que les femmes handicapées, autochtones et membres d'une minorité visible sont soustraites du nombre total de femmes, celles qui restent doivent, par définition, être de race blanche et ne souffrir d'aucune incapacité.

# LES FEMMES

## 1. Profil des femmes dans la population active canadienne

La proportion de la population canadienne se trouvant sur le marché du travail est passée de 64,8 % en 1981 à 66,5 % en 1986. L'augmentation est attribuable au nombre toujours croissant de femmes qui arrivent sur le marché du travail. Au cours de cette période, 534 300 emplois se sont ajoutés au nombre existant d'emplois, l'arrivée des femmes comptant pour 95 % de cette hausse. Alors que le taux d'activité des hommes a diminué légèrement, passant de 78,2 % à 77,5 %, celui des femmes a augmenté, passant de 51,8 % à 55,9 %. L'augmentation la plus marquée a été enregistrée chez les femmes âgées de 25 à 44 ans, dont le taux d'activité est passé de 65,2 % à 73 % entre 1981 et 1986.

En 1986, le taux de chômage des femmes s'établissait à 11,2 %, en comparaison de 9,6 % pour les hommes. Le chômage était plus élevé chez les femmes dans tous les groupes d'âge à l'exception de celui des 15 à 24 ans. Les femmes comptaient pour 44 % de la main-d'œuvre dans l'ensemble des catégories professionnelles, mais elles n'étaient pas représentées, dans chacune d'entre elles, dans les mêmes proportions. Ainsi, en 1986, elles occupaient 17,4 % des postes de la catégorie Cadres supérieurs et 33,1 % des postes de la catégorie Cadres intermédiaires et autres cadres. Les femmes étaient aussi sous-représentées parmi les travailleurs qualifiés et les artisans, où elles ne comptaient que pour 8,3 % de la population de cette catégorie. En comparaison, 14 % des postes de la catégorie Travailleurs manuels spécialisés et 29,2 % des postes de la catégorie Autres travailleurs manuels étaient détenus par des femmes. À l'inverse, près de 80 % de tous les employés de bureau et 61,3 % de tous les employés du secteur des services étaient des femmes.

En 1981, les femmes étaient moins nombreuses que les hommes à avoir fait des études postsecondaires. Environ 36 % d'entre elles avaient fait des études à ce niveau, comparativement à près de 43 % des hommes.

Depuis 1981, toutefois, le nombre de diplômés universitaires augmente constamment à tous les niveaux, et la majeure partie d'entre eux sont des femmes. En 1987, les universités canadiennes ont décerné plus de 103 000 diplômes de baccalauréat, chiffre qui représente une augmentation de plus de 21 % depuis 1981. En 1987, le nombre de femmes diplômées avait dépassé celui des hommes diplômés pour la septième année consécutive, et au niveau du baccalauréat, les femmes obtenaient cette année-là 53 % des diplômes décernés. Au niveau de la maîtrise, 15 978 diplômes ont été décernés en 1987, ce qui représente une augmentation de 23,8 % depuis 1981. Celle-ci était en grande partie attribuable aux femmes, car le nombre de diplômées a augmenté de 42 % au cours de cette période. En 1987, la part de l'ensemble des diplômes décernés à des femmes avait atteint 45 %. Au niveau du doctorat, l'augmentation a été encore plus marquée, car cette année-là 2 384 diplômes ont été décernés, ce qui représentait une hausse de 31,2 % depuis 1981. Ici le nombre d'étudiantes poursuivant des études supérieures avait augmenté de 55 % depuis 1981, et elles obtenaient, en 1988, 28,6 % du nombre total des doctorats.

En 1986, presque 59 000 étudiants ont obtenu un diplôme d'un collège communautaire ou d'un établissement semblable, ce qui représente une augmentation de 16 % par rapport à 1981. Le nombre de femmes diplômées d'un collège a augmenté de 13 % au cours de cette période.

Quant aux salaires, l'écart entre les hommes et les femmes employés à temps plein a diminué quelque peu au cours des cinq ans qui se sont écoulés entre les deux recensements. Selon le recensement de 1986, le rapport entre le salaire des femmes et celui des hommes était passé de 63,8 %, en 1981, à 65,5 %. Le salaire moyen des Canadiens employés à temps plein, tel que mesuré par le recensement de 1986, s'établissait à près de 27 000 $. Pour les hommes, la moyenne dépassait 30 000 $. Pour les femmes, cette moyenne se situait juste en dessous de 20 000 $. L'écart salarial entre les hommes et les femmes était assez prononcé.

En outre, les données sur le salaire moyen recueillies au cours du recensement de 1986 ont révélé que sur les douze catégories professionnelles établies aux fins de l'équité en matière d'emploi, c'est dans la catégorie des cadres supérieurs que l'écart salarial

# 3

# LES PROFILS DES GROUPES DÉSIGNÉS

*Le présent chapitre présente les profils des quatre groupes spécialement désignés aux fins de la Loi sur l'équité en matière d'emploi. Ces quatre groupes sont les suivants :*

- les femmes
- les autochtones
- les personnes handicapées
- les membres des minorités visibles

Les autochtones sont les Indiens, les Inuit ou les Métis qui se reconnaissent comme tels auprès de l'employeur, ou acceptent que celui-ci les reconnaisse comme tels, aux fins de la Loi sur l'équité en matière d'emploi.

Les personnes handicapées sont les personnes qui, à cause d'un handicap persistant d'ordre physique, mental, psychiatrique ou sensoriel ou qui ont des difficultés d'apprentissage persistantes, se considèrent comme étant potentiellement défavorisées sur le plan de l'emploi et se reconnaissent comme telles auprès d'un employeur, ou qui acceptent que celui-ci les reconnaisse comme telles, aux fins de la Loi sur l'équité en matière d'emploi.

Les membres des minorités visibles sont les personnes, autres que les autochtones, qui ne sont pas de race blanche ou n'ont pas la peau blanche, et qui se reconnaissent comme tels auprès de l'employeur, ou acceptent que celui-ci les reconnaisse comme tels, aux fins de la Loi sur l'équité en matière d'emploi.

Dans le présent chapitre, la situation de chacun des groupes désignés est analysée de deux points de vue différents : la première partie brosse un tableau de la situation de ces groupes au sein de la population active canadienne, en s'appuyant sur les données du recensement du Canada de 1986.[1] La deuxième partie analyse et résume la situation de chacun de ces groupes dans la population active visée par la Loi sur l'équité en matière d'emploi.[2] On retrouvera à la fin de chacun des profils de groupe désigné de l'information supplémentaire présentée sous forme de tableaux. Pour de l'information plus détaillée sur les groupes désignés dans l'effectif visé par la Loi, le lecteur peut consulter le Rapport annuel concernant l'équité en matière d'emploi 1989 : Tableaux. Plus d'information sur la situation des groupes désignés dans la population active canadienne est présentée dans l'annexe B du présent volume.

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[1] Les données relatives aux professions, extraites du recensement de 1986, sont basées sur les statistiques sur les femmes, les autochtones et les membres des minorités visibles qui ont été actifs en 1985 ou en 1986. Cette population comprenait la population active expérimentée (employée ou en chômage) et les inactifs qui avaient travaillé pour la dernière fois en 1985 ou en 1986. En ce qui concerne les personnes handicapées, le bassin de main-d'œuvre expérimentée comprend la population active expérimentée (employée ou en chômage) et les inactifs qui avaient travaillé entre 1981 et 1986. Les données, qui sont inédites, proviennent du recensement de 1986 de Statistique Canada et de l'Enquête sur la santé et les limitations d'activités

[2] Cet effectif est constitué des personnes déclarées comme salariées, en 1988, par les employeurs assujettis à la réglementation fédérale et qui étaient visés par la Loi sur l'équité en matière d'emploi. Les employés déclarés étaient répartis selon le nombre total d'hommes et de femmes et selon le nombre des membres de chacun des groupes désignés, qui s'étaient identifiés comme tels, ou qui avaient accepté d'être identifiés comme tels, aux fins de la Loi sur l'équité en matière d'emploi.

**Tableau 8**
**Répartition des employés à temps plein dans l'effectif visé par la Loi et la population active canadienne selon la branche d'activité et la catégorie professionnelle**

| Catégorie professionnelle | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité | Population active canadienne |
|---|---|---|---|---|---|---|
| Cadres supérieurs | 1,00 % | 0,86 % | 0,75 % | 1,74 % | 0,93 % | 1,45 % |
| Cadres intermédiaires et autres cadres | 25,48 % | 5,52 % | 16,50 % | 12,03 % | 14,63 % | 7,04 % |
| Professionnels | 11,18 % | 1,94 % | 3,84 % | 9,35 % | 5,58 % | 12,03 % |
| Semi-professionnels et techniciens | 1,07 % | 5,82 % | 8,81 % | 8,24 % | 5,57 % | 4,59 % |
| Surveillants | 6,31 % | 2,32 % | 3,05 % | 4,01 % | 3,75 % | 2,43 % |
| Contremaîtres | 0,04 % | 5,09 % | 0,94 % | 4,30 % | 2,46 % | 2,66 % |
| Employés de bureau | 53,80 % | 13,26 % | 44,70 % | 14,52 % | 33,46 % | 17,03 % |
| Employés du secteur de la vente | 0,34 % | 4,98 % | 2,72 % | 1,45 % | 2,79 % | 7,70 % |
| Employés du secteur des services | 0,29 % | 6,46 % | 0,12 % | 2,92 % | 2,68 % | 9,98 % |
| Travailleurs qualifiés et artisans | 0,20 % | 16,81 % | 13,81 % | 9,27 % | 10,84 % | 7,62 % |
| Travailleurs manuels spécialisés | 0,09 % | 27,08 % | 2,83 % | 15,96 % | 11,88 % | 9,02 % |
| Autres travailleurs manuels | 0,20 % | 9,87 % | 1,93 % | 16,20 % | 5,44 % | 14,87 % |
| Professions non déclarées | | | | | | 3,58 % |
| Nombre total de salariés | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % |

**Tableau 9**
**Répartition de l'effectif visé par la Loi selon la branche d'activité et la province**

| Province | Banques | Transports | Communications | Autres branches d'activité | Toutes les branches d'activité |
|---|---|---|---|---|---|
| Terre-Neuve | 1,04 % | 1,25 % | 1,18 % | 1,02 % | 1,15 % |
| Nouvelle-Écosse | 2,75 % | 2,81 % | 1,68 % | 8,25 % | 2,84 % |
| Nouveau-Brunswick | 1,67 % | 3,32 % | 1,13 % | 0,00 % | 1,96 % |
| Île-du-Prince-Édouard | 0,23 % | 0,40 % | 0,15 % | 0,00 % | 0,25 % |
| Québec | 19,68 % | 23,09 % | 25,80 % | 5,30 % | 21,64 % |
| Ontario | 48,68 % | 33,58 % | 46,26 % | 47,35 % | 42,71 % |
| Manitoba | 3,52 % | 8,10 % | 2,30 % | 15,88 % | 5,59 % |
| Saskatchewan | 2,93 % | 2,34 % | 2,09 % | 12,00 % | 3,11 % |
| Alberta | 8,42 % | 9,19 % | 4,88 % | 6,03 % | 7,48 % |
| Colombie-Britannique | 11,04 % | 15,57 % | 14,17 % | 3,76 % | 13,00 % |
| Yukon | 0,00 % | 0,08 % | 0,20 % | 0,00 % | 0,09 % |
| Territoires du Nord-Ouest | 0,05 % | 0,26 % | 0,15 % | 0,40 % | 0,18 % |
| Toutes les provinces | 100,00 % | 100,00 % | 100,00 % | 100,00 % | 100,00 % |

**Tableau 10**
**Salaires moyens estimatifs à temps plein et à temps partiel dans l'effectif visé par la Loi selon la branche d'activité**

| Branche d'activité | Temps plein | Temps partiel | Toutes les catégories |
|---|---|---|---|
| Banques | 28 765 $ | 11 380 $ | 25 713 $ |
| Transports | 33 523 $ | 12 600 $ | 31 870 $ |
| Communications | 33 062 $ | 21 379 $ | 31 810 $ |
| Autres branches d'activité | 35 433 $ | 12 367 $ | 33 947 $ |
| Toutes les branches d'activité | 32 241 $ | 14 469 $ | 30 210 $ |

(19,73 %) faisaient partie de la catégorie Cadres intermédiaires et autres cadres, 23,34 % de la catégorie Autres travailleurs manuels, et un peu plus de 14 % (14,39 %) de la catégorie Travailleurs manuels spécialisés. L'effet net des recrutements et des cessations de fonctions était négatif en 1988, ces dernières ayant dépassé de 592 les recrutements.

Industrie nucléaire

Les employeurs de l'industrie de l'énergie nucléaire visée par la Loi sur l'équité en matière d'emploi peuvent se diviser en deux catégories : les sociétés d'extraction d'uranium et les sociétés qui se consacrent à la recherche et à la production.[6] Récemment, une incertitude croissante et des problèmes de sécurité ont ralenti la croissance de l'industrie nucléaire. En 1988, dans le cadre du processus de privatisation du gouvernement fédéral, Énergie Atomique du Canada Limitée a transféré deux de ses divisions (Produits radiochimiques et Produits médicaux) à la Corporation de développement des investissements du Canada. La Saskatchewan Mining Development Corporation a également fusionné avec Les Ressources Eldorado Ltée, pour constituer la Corporation canadienne d'énergie et d'exploitation minière (Cameco), la plus importante entreprise de production d'uranium dans le monde occidental.

En 1988, l'industrie nucléaire a déclaré un total de 12 945 employés, 7 943 dans l'extraction de l'uranium et 5 002 dans la recherche et la production. Plus de la moitié (53,89 %) des emplois à temps plein dans l'extraction de l'uranium faisaient partie des catégories Travailleurs manuels spécialisés et Autres travailleurs manuels. Toutefois, dans la recherche et la production, près de la moitié (49,3 %) des employés appartenaient aux catégories Professionnels et Semi-professionnels et techniciens. Les recrutements et les cessations de fonctions en 1988 ne se sont pas traduits par une augmentation sensible des emplois, que ce soit dans l'extraction ou dans la recherche et la production.

Au cours des dernières années, de fortes réductions de personnel dans toute l'industrie, dues à des considérations commerciales de nature générale, ont sérieusement limité les possibilités de rendre l'effectif plus représentatif. Les industries de recherche et de production en technologie de pointe emploient une forte proportion de scientifiques et d'ingénieurs; on a tout particulièrement besoin de personnes pouvant occuper des postes de professionnels et de cadres, postes pour lesquels il y a eu très peu de candidats qualifiés provenant de la plupart des groupes désignés. Pour favoriser le recrutement d'autochtones, certains employeurs ont parrainé plusieurs cours préparatoires à l'emploi à l'intention des autochtones, à qui l'on garantit un emploi de débutant (au fur et à mesure que des vacances se présentent) une fois qu'ils ont terminé avec succès le programme de formation.

Industries du pétrole brut et du gaz naturel et industries de services connexes

Comme la plupart de ces industries relèvent de la compétence des provinces, très peu d'employeurs sont tenus de présenter des rapports sur l'équité en matière d'emploi. En fait, seulement trois employeurs, qui comptaient au total 465 employés, étaient tenus de soumettre un rapport. La majorité des employés occupaient un poste permanent à temps plein.

Dans le Nord, les emplois sont saisonniers et la plupart des employés ne travaillent pas une semaine de travail normale. En outre, en raison du caractère saisonnier du travail et de l'isolement, l'embauchage se fait surtout par l'entremise d'entrepreneurs indépendants.

Meunerie

Onze employeurs, la plupart dans l'Ouest du Canada, qui exercent leurs activités dans l'industrie de la meunerie, ont fourni des renseignements sur environ 3 400 employés. La majorité des employés de cette industrie, qui embauche des travailleurs syndiqués et non syndiqués, appartiennent aux catégories Autres travailleurs manuels, Travailleurs manuels spécialisés, Cadres intermédiaires et autres cadres, et Employés de bureau. En 1988, le nombre global d'employés est demeuré assez constant (diminution de 1 %).

et les cessations de fonctions se sont traduits par une augmentation globale de 782 employés en 1988. Toutefois, une bonne partie de cette croissance visait des emplois temporaires.

## Mise à jour : autres branches d'activité

### Aperçu

En 1988, ce groupe comprenait 55 employeurs, qui s'adonnaient, entre autres, aux diverses activités suivantes : entreposage des céréales, recherche et production nucléaires, extraction de l'uranium, extraction du charbon, exploration pétrolière et gazière et meunerie. Les employeurs faisant partie du secteur Autres branches d'activité ont déclaré un total de 44 218 employés, représentant 7,35 % de l'effectif visé par la Loi sur l'équité en matière d'emploi. Presque tous ces travailleurs (95,08 %) occupaient un poste à temps plein. Le salaire moyen à temps plein de ces employés se chiffrait à 35 433 $, ce qui était supérieur au salaire moyen à temps plein du secteur bancaire, du secteur des transports et du secteur des communications.

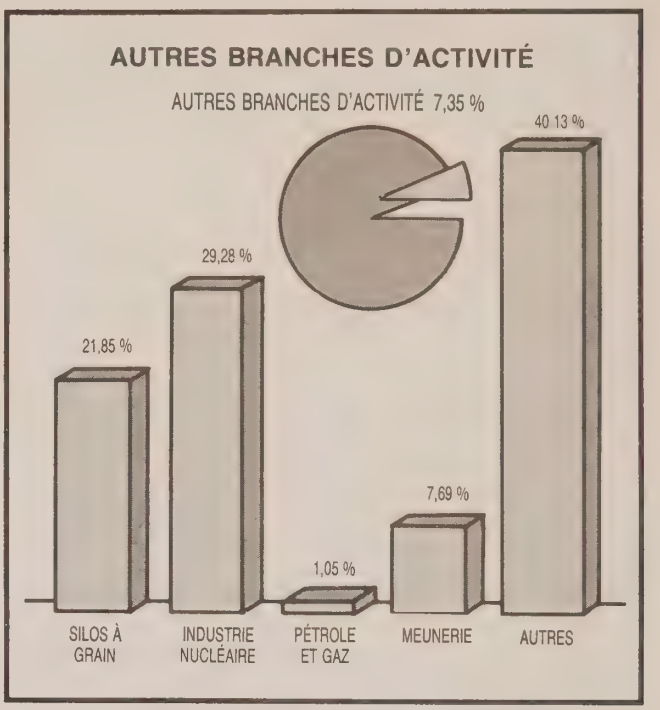



**Tableau 7**
**Possibilités de changement pour les employés à temps plein des autres branches d'activité selon la catégorie professionnelle**

| Catégorie professionnelle | Recrute-ments | Promotions | Possibilités de changement |
|---|---|---|---|
| Cadres supérieurs | 36 | 60 | 96 |
| Cadres intermédiaires et autres cadres | 189 | 648 | 837 |
| Professionnels | 513 | 549 | 1062 |
| Semi-professionnels et techniciens | 333 | 366 | 699 |
| Surveillants | 37 | 172 | 209 |
| Contremaîtres | 21 | 191 | 212 |
| Employés de bureau | 741 | 687 | 1428 |
| Employés du secteur de la vente | 89 | 57 | 146 |
| Employés du secteur des services | 431 | 30 | 461 |
| Travailleurs qualifiés et artisans | 203 | 182 | 385 |
| Travailleurs manuels spécialisés | 384 | 489 | 873 |
| Autres travailleurs manuels | 1177 | 412 | 1589 |
| Nombre total de salariés | 4154 | 3843 | 7997 |

### Industrie des silos à grain

Les employeurs de cette industrie s'occupent principalement de l'emmagasinage du grain dans des silos ruraux et de terminus, dont la plupart sont situés dans l'Ouest du Canada. Certains de ces employeurs s'adonnent également à d'autres activités liées, par exemple, au transport par eau, aux produits de la viande et de la volaille, aux services relatifs aux cultures agricoles, à l'imprimerie et aux publications.

Les onze employeurs sous réglementation fédérale dans l'industrie des silos à grain ont fourni des données sur 9 660 employés dont la plupart (98,91 %) occupaient un poste à temps plein. Près du cinquième

[6] Des données sur les employeurs de l'industrie de l'extraction de l'uranium se trouvent dans la section consacrée aux mines de métal du présent rapport, et les données sur les employeurs de l'industrie de l'énergie nucléaire se trouvent dans la section sur le sous-secteur des architectes, ingénieurs et autres professions scientifiques et techniques.

en matière d'emploi. Elles opèrent en majorité à partir d'un siège social situé à Toronto, Montréal ou Vancouver et ont des employés un peu partout au Canada. Purolator est l'employeur le plus important avec près de 8 000 employés, ce qui représente 40 % des employés des services de messageries. C'est un marché très compétitif où il y a fréquemment des prises de contrôle, des acquisitions et des fusionnements. Les services de messageries ont un taux de syndicalisation un peu moins élevé. On estime que 40 % des employés relevant de la compétence fédérale dans ce secteur sont syndiqués.

En 1988, les 67 504 employés des services postaux et des services de messageries représentaient près de 40 % (38,85 %) de tous les employés du secteur des communications. La plupart d'entre eux (84,18 %) occupaient un poste à temps plein. Près de 70 % (69,46 %) de tous les employés à temps plein de ce sous-secteur appartenaient à la catégorie des employés de bureau. La tendance étant aux emplois à temps partiel dans l'effectif visé par la Loi, ici aussi les recrutements et les cessations d'emploi se sont traduits par une augmentation des emplois à temps partiel (492) et une réduction des emplois à temps plein (982).

### Transmission des télécommunications

À l'heure actuelle, quatorze entreprises exploitantes de télécommunications sont régies par le gouvernement fédéral, mais suite au récent jugement de la Cour suprême du Canada, ce nombre pourrait passer à 26 au moins, par l'adjonction éventuelle de douze compagnies de téléphone jusqu'ici sous compétence provinciale, voire municipale.

Les entreprises de télécommunications offrent des services de communication par satellite, de télégraphe et de téléphone et des services de téléappel (paging). Des quatorze compagnies assujetties à la Loi sur l'équité en matière d'emploi, on en retrouvait onze qui étaient privées et trois mixtes. Les compagnies de téléappel et de téléphone cellulaire ne sont pas réglementées par le Conseil de la radiodiffusion et des télécommunications canadiennes, comme le sont toutes les autres.

La transmission des télécommunications est une branche d'activité que caractérisent une situation de monopole de fait, une évolution technologique constante, une sophistication croissante des services et des équipements, une croissance plutôt faible de la main-d'oeuvre à cause du haut degré d'automatisation des opérations, une grande activité dans le domaine de la recherche et du développement et une santé économique florissante.

Les 73 080 employés déclarés par les employeurs dans ce sous-secteur en 1988 représentaient 42,06 % de tous les employés du secteur des communications. La plupart d'entre eux (94,05 %) occupaient un emploi à temps plein; environ un quart (26,93 %) d'entre eux appartenaient à la catégorie Travailleurs qualifiés et artisans, et un cinquième (21,38 %) à la catégorie Cadres intermédiaires et autres cadres. L'augmentation du nombre des emplois a surtout été attribuable aux fluctuations dans les emplois à temps partiel, même s'il y a eu une légère hausse dans les emplois à temps plein.

### Diffusion des télécommunications

La diffusion des télécommunications comptait une société d'État et quelque 600 entreprises privées dont la majorité employait moins de 100 personnes, de sorte qu'une minorité de radiodiffuseurs (67 en 1987, 68 en 1988) étaient assujettis à la Loi sur l'équité en matière d'emploi. Il y avait 51 employeurs dans le domaine de la radio et de la télévision et les autres 17 assuraient la câblodiffusion et la télédistribution. On les retrouvait principalement en Ontario, en Alberta et au Québec.

En 1988, dans l'industrie de la radiodiffusion, il se trouvait qu'un nombre relativement restreint d'employeurs (11 %) avaient à leur service la majorité des employés (75 %) de cette industrie. Celle-ci est très compétitive, et quoique la majorité des employeurs aient déclaré un profit en 1988, plusieurs autres étaient déficitaires, surtout dans le domaine de la radiodiffusion MA. La propriété est très concentrée dans ce sous-secteur.

La technologie joue un rôle prédominant dans la diffusion des télécommunications qui est, par ailleurs, fortement réglementée par le gouvernement fédéral.

Les compagnies de ce sous-secteur ont déclaré un total de 33 190 employés, représentant 19,10 % de tous les employés du secteur des communications. Même si la plupart d'entre eux (83,11 %) occupaient un emploi à temps plein, près de 10 % (9,81 %) étaient engagés temporairement. Les recrutements

exemple, bon nombre des employés de bureau dans le secteur des communications travaillaient dans les services postaux et les messageries, où ils occupaient des emplois reliés au traitement et à la livraison du courrier.

## Salaires

Le salaire moyen des employés à temps plein, à temps partiel et temporaires du secteur des communications s'établissait à 31 810 $. Le salaire moyen à temps plein s'élevait à 33 062 $ et le salaire moyen à temps partiel à 21 379 $. Moins d'un septième (14,49 %) des employés du secteur des communications touchaient un salaire inférieur à 25 000 $.

## Effet net des recrutements et des cessations de fonctions

Tout comme dans l'ensemble de l'effectif visé par la Loi, on a constaté une tendance à la création d'emplois à temps partiel dans le secteur des communications. Même si les recrutements ont dépassé de 1 610 les cessations de fonctions, seulement 53,17 % des recrutements visaient des emplois à temps plein. En fait, l'effet net des recrutements et des cessations de fonctions dans les emplois à temps plein a été une réduction de 777 employés. Les recrutements et les cessations de fonctions dans les emplois à temps partiel se sont traduits par une augmentation de 1 854 employés, la plupart détenant un emploi de bureau. Les employeurs ont également signalé 533 recrutements de plus que de cessations d'emploi pour les salariés temporaires. Bon nombre de ces recrutements excédentaires se sont produits dans les catégories Professionnels et Semi-professionnels et techniciens.

**Tableau 5**
**Effet net des recrutements et des cessations de fonctions dans le secteur des communications selon le sous-secteur**

| Sous-secteur | Effet net |
|---|---|
| Services postaux et de messageries | – 501 |
| Transmission des télécommunications | 1329 |
| Diffusion des télécommunications | 782 |
| Communications | 1610 |

**Tableau 6**
**Possibilités de changement pour les employés à temps plein du secteur des communications selon la catégorie professionnelle**

| Catégorie professionnelle | Recrutements | Promotions | Possibilités de changement |
|---|---|---|---|
| Cadres supérieurs | 83 | 114 | 197 |
| Cadres intermédiaires et autres cadres | 927 | 2065 | 2992 |
| Professionnels | 602 | 481 | 1083 |
| Semi-professionnels et techniciens | 1794 | 954 | 2748 |
| Surveillants | 149 | 900 | 1049 |
| Contremaîtres | 28 | 153 | 181 |
| Employés de bureau | 3338 | 5209 | 8547 |
| Employés du secteur de la vente | 930 | 405 | 1335 |
| Employés du secteur des services | 36 | 7 | 43 |
| Travailleurs qualifiés et artisans | 1028 | 823 | 1851 |
| Travailleurs manuels spécialisés | 533 | 271 | 804 |
| Autres travailleurs manuels | 737 | 117 | 854 |
| Nombre total de salariés | 10185 | 11499 | 21684 |

## Possibilités de changement

En 1988, les employeurs du secteur des communications ont déclaré 10 185 recrutements et 11 499 promotions à des postes à temps plein, dont 197 appartenaient à la catégorie Cadres supérieurs, 2 992 à la catégorie Cadres intermédiaires et autres cadres et 1 083 à la catégorie Professionnels. Un grand nombre de personnes ont également été recrutées ou promues dans les postes des catégories Semi-professionnels et techniciens (2 748) et Travailleurs qualifiés et artisans (1 851).

## Services postaux et messageries

Le secteur des services postaux et des messageries est formé de deux composantes bien distinctes et différentes, chacune ayant un mandat bien spécifique. Les services postaux sont monopolisés par la Société canadienne des postes, qui traite chaque année quelque huit milliards de documents et de colis. Ces opérations sont rendues possibles grâce à un réseau comptant quelque 15 000 points de vente, dont plus de 60 % sont administrés par des entreprises privées dans les grands centres urbains, les villes et les villages partout au pays. La Société canadienne des postes est fortement syndiquée.

Les services de messageries assurent la livraison de lettres et de petits colis, généralement entre deux grands centres. Les entreprises assurant des livraisons interprovinciales sont assujetties à la Loi sur l'équité

En 1988, ce sous-secteur a déclaré 7 355 employés, la plupart (84,90 %) occupant un emploi à temps plein. Près des deux tiers (64,72 %) faisaient partie de la catégorie Travailleurs manuels spécialisés (la plupart comme conducteurs). Le nombre de cessations de fonctions a dépassé de 158 celui des recrutements en 1988.

### Pipelines

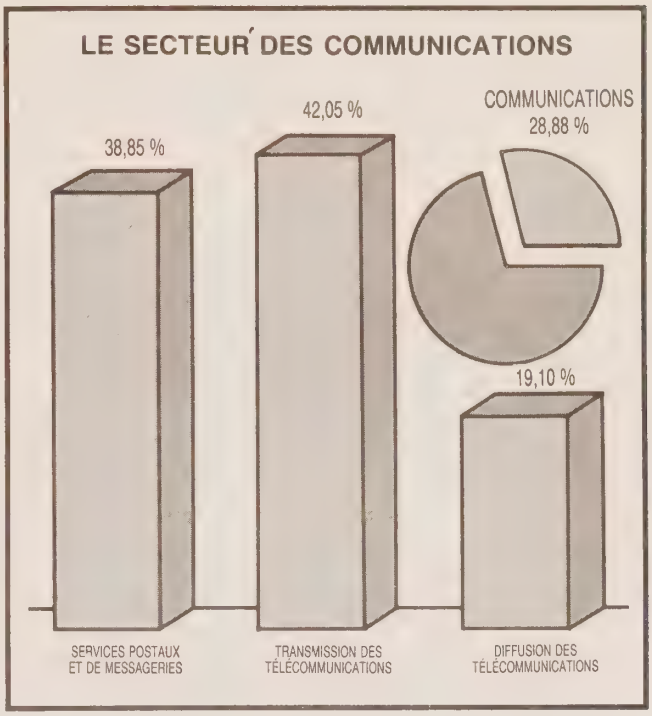
Les employeurs de ce sous-secteur exploitent des oléoducs et des gazoducs qui traversent les limites provinciales. La plus grande partie du gaz naturel et du pétrole brut est produite dans l'Ouest du Canada et transportée vers les régions consommatrices de l'Est du pays et les États-Unis par quelques grandes entreprises de pipelines. Les deux plus importantes entreprises du Canada (TransCanada Pipelines Ltd. pour les gazoducs et Interprovincial Pipeline Ltd. pour les oléoducs) sont visés par la Loi sur l'équité en matière d'emploi.

En 1988, les employeurs du sous-secteur du transport par pipeline ont déclaré un total de 3 271 employés, presque tous occupant un emploi à temps plein. Les recrutements et les cessations de fonctions se sont traduits par une augmentation d'emplois négligeable, les recrutements n'ayant dépassé que de treize les cessations de fonctions. Dans les emplois à temps plein, il y a eu plus de cessations de fonctions que de recrutements.

## Mise à jour : secteur des communications

### Aperçu

Les employeurs du secteur des communications visés par la Loi sur l'équité en matière d'emploi comprennent les entreprises assurant les services postaux et de messageries, la transmission et la diffusion des télécommunications, y compris les sociétés de câblodistribution. Ces entreprises sont assujetties à une réglementation très sévère, et la plupart d'entre elles ont une forte présence dans le public. Les employeurs continuent d'essayer de s'adapter à l'évolution rapide de la technologie dans les domaines de l'informatique, des communications par satellite, de la fibre optique et de la transmission de la voix et des images (videotex). L'analyse pour 1988 porte sur 88 employeurs du secteur des communications. La moitié de ces employeurs avaient




leur siège social en Ontario, 13,64 % au Québec et 10,23 % en Colombie-Britannique et en Alberta.

Les employeurs du secteur des communications ont déclaré 173 774 employés à leur service en 1988, soit 28,88 % de tout l'effectif visé par la Loi, dont la plupart (90,01 %) occupaient un emploi à temps plein. Leur répartition par région indique que 46,26 % d'entre eux travaillaient en Ontario, 25,80 % au Québec, 14,17 % en Colombie-Britannique et 4,88 % en Alberta.

### Profil d'emploi

Les salariés à temps plein du secteur des communications occupaient plus de 40 % (44,7 %) des emplois de la catégorie Employés de bureau et 16,5 % des emplois de la catégorie Cadres intermédiaires et autres cadres. Quant aux employés à temps partiel, plus des trois quarts (77 %) d'entre eux détenaient un emploi de bureau. Même si la forte concentration d'emplois dans ces deux groupes professionnels était semblable à celle qu'on pouvait observer dans le secteur bancaire, les types d'emplois pouvaient être très différents dans les deux secteurs. Par

La mise en oeuvre de l'équité en matière d'emploi et l'établissement des rapports sont normalement la responsabilité des employeurs, de concert avec les représentants syndicaux. Toutefois, dans les services relatifs au transport par eau, il existe une situation unique : deux associations d'employeurs sont considérées comme étant l'employeur aux fins de l'équité en matière d'emploi.[5]

Les employeurs du sous-secteur du transport par eau, qui fonctionnent dans un milieu très structuré peu propice au changement, ont rencontré quelques difficultés dans l'application de l'équité en matière d'emploi et l'établissement des rapports. Ils attribuent, en partie, le manque de représentation équitable au fait que les employés sont recrutés par des bureaux de placement syndicaux (ateliers fermés) et, en partie, au faible taux d'employés qui s'identifient comme membres d'un groupe désigné aux fins de l'équité en matière d'emploi.

### Transport par camion

Les employeurs du sous-secteur du transport par camion visés par la Loi sur l'équité en matière d'emploi sont ceux qui fournissent des services interprovinciaux. En 1988, ces transporteurs ont maintenu la tendance à long terme vers la rationalisation et les fusionnements pour mieux pouvoir relever les défis et saisir les possibilités d'un marché en évolution. Une nouvelle structure visant la déréglementation du camionnage à l'échelle nationale a également été instaurée le 1er janvier 1988. En dépit de la conjoncture économique généralement favorable, en 1988 l'industrie a enregistré un taux de rendement plus faible qu'au cours des cinq années précédentes.

En 1988, le sous-secteur du transport par camion a déclaré 38 872 employés, représentant environ 18,66 % de tous les employés du secteur des transports. La plupart des employés de l'industrie du camionnage (84,85 %) occupaient des emplois à temps plein. Plus de la moitié d'entre eux (55,21 %) appartenaient à la catégorie Travailleurs manuels spécialisés (surtout des conducteurs) et 10,81 % à la catégorie Autres travailleurs manuels. En ce qui concerne l'augmentation du nombre des emplois, les recrutements et les cessations de fonctions ont donné des résultats positifs, les recrutements dans le sous-secteur ayant dépassé de 1 202 les cessations de fonctions. Toutefois, près de 60 % (59,98 %) de cette croissance s'est produite dans les emplois à temps partiel.

Comparativement aux autres sous-secteurs des transports, le camionnage est très peu syndiqué. En cette période de restructuration et de compression du marché du travail, le nombre d'emplois pour les travailleurs peu qualifiés baisse constamment. Il y a toutefois une pénurie de conducteurs de camion, qui s'aggravera probablement dans un proche avenir avec l'adoption d'un nouveau code national de sécurité routière imposant des heures de travail plus courtes. La réduction des horaires accroîtra le besoin de deux conducteurs par camion.

La pénurie de conducteurs oblige les transporteurs à recruter parmi d'autres membres de la population. Par exemple, pour inciter les femmes à travailler dans l'industrie, certains employeurs offrent un service de garde d'enfants qui fonctionne 24 heures par jour, sept jours par semaine.

### Transport en commun

Les employeurs de ce sous-secteur régis par le gouvernement fédéral sont ceux qui fournissent des services de transport interurbain par autocar dans plus d'une province. Les trois principales entreprises sont Greyhound, Voyageur et Gray Coach Lines. Comme l'automobile continue à dominer le transport à court parcours et l'avion le transport à long parcours, les services de transport interurbain par autocar font surtout concurrence, pour ce qui reste du marché, aux services ferroviaires de transport de voyageurs (VIA). Ensemble, ces deux services assurent moins de 10 % de tout le transport interurbain de voyageurs. La clientèle des autocars, qui se compose en grande partie des économiquement faibles et des jeunes âgés de 15 à 24 ans, diminue d'environ 10 % par année. Pour revitaliser l'industrie, les transporteurs étudient des façons de moderniser les services et de les rendre plus attrayants. Dans l'intervalle, ils augmentent leur revenu en offrant des services de livraison de colis.

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[5] À la suite de représentations faites par ces associations et de recherches effectuées par la CEIC, il a été établi que l'Association des employeurs maritimes (AEM) et la British Columbia Maritime Employers' Association (BCMEA) étaient les mieux placées pour mettre en oeuvre l'équité en matière d'emploi et rédiger les rapports pour le compte de leurs membres, les débardeurs (les manutentionnaires du fret maritime). Ces travailleurs appartiennent aux catégories professionnelles suivantes : Contremaîtres, Travailleurs manuels spécialisés et Autres travailleurs manuels. Par conséquent, les rapports des employeurs renferment des renseignements uniquement sur ce groupe choisi d'employés dans les catégories professionnelles pertinentes.

1988, les employeurs déclarant près de 10 000 (9 742) recrutements de plus que de cessations de fonctions, surtout dans les catégories Employés de bureau, Employés du secteur de la vente et Employés du secteur des services.

Dans cette industrie fortement syndiquée, les conventions collectives renferment des dispositions obligeant les employeurs à rappeler les employés qu'ils ont mis à pied avant d'en embaucher des nouveaux. L'ancienneté joue un rôle prédominant dans les promotions, la réduction de l'effectif et le rappel après des mises à pied.

### Transport ferroviaire

Dans le sous-secteur du transport ferroviaire, les trois principaux employeurs sont les suivants : le Canadien Pacifique et la Compagnie de chemins de fer nationaux du Canada, qui exploitent des réseaux transcontinentaux de transport de marchandises, et VIA Rail, qui assure tous les services de trains voyageurs interurbains à l'exception des services de banlieue. En raison de la concurrence exercée par d'autres modes de transport de marchandises et de voyageurs, ainsi que des changements apportés à la réglementation, les employeurs du sous-secteur du transport ferroviaire ont dû rationaliser leurs opérations.

En 1988, le sous-secteur du transport ferroviaire a déclaré 78 352 employés. Ce chiffre représentait plus du tiers (37,62 %) de tous les employés du secteur des transports et plus du dixième de tous les salariés visés par la Loi. Presque tous les employés du sous-secteur ferroviaire (98,28 %) détenaient un emploi à temps plein. Plus de la moitié (51,42 %) de ces employés à temps plein appartenaient aux catégories Travailleurs qualifiés et artisans et Travailleurs manuels spécialisés. Les données fournies révèlent que le nombre de cessations de fonctions a dépassé de 2 070 le nombre de recrutements dans les emplois à temps plein et que dans les emplois à temps partiel, les recrutements dépassaient de 348 les cessations de fonctions.

Les syndicats jouent un rôle important dans cette industrie. En cette période de compression des effectifs, l'une des principales préoccupations des syndicats est la sécurité d'emploi de leurs membres. Selon les conventions collectives, les employeurs doivent rappeler les employés qu'ils ont mis à pied avant d'en embaucher des nouveaux. L'avancement est en grande partie fonction de l'ancienneté. La majorité des employés comptent plus de quinze années de service et le roulement est très faible.

### Transport par eau et services relatifs au transport par eau

Les employeurs du sous-secteur du transport par eau s'occupent principalement de transport maritime, de services de traversier et d'opérations de remorquage. Les employeurs des services relatifs au transport par eau participent à diverses activités ayant trait aux opérations des ports et des havres, aux opérations de sauvetage ainsi qu'à l'entreposage et à la manutention de cargaisons. Le travail dans ces deux sous-secteurs est saisonnier, et la mécanisation a entraîné des compressions dans les effectifs. Les employeurs signalent également qu'ils ont de la difficulté à planifier la relève, en raison des fluctuations dans la charge de travail, du vieillissement de l'effectif et de la pénurie de main-d'oeuvre spécialisée (par exemple, des officiers de navire).

En 1988, les employeurs du sous-secteur du transport par eau et des services relatifs au transport par eau ont déclaré 20 850 employés. Ce chiffre représentait environ 10 % de tous les employés du secteur des transports. Plus de 90 % (91,03 %) d'entre eux étaient engagés à temps plein. Selon le profil d'emploi, 56,55 % des employés du sous-secteur des transports par eau appartenaient aux catégories Travailleurs qualifiés et artisans et Travailleurs manuels spécialisés, et près de 60 % (59,88 %) des employés des services relatifs au transport par eau se classaient dans la catégorie Autres travailleurs manuels. Le nombre de cessations de fonctions a dépassé de 67 le nombre de recrutements dans le sous-secteur du transport par eau, et de 229 dans les services relatifs au transport par eau.

La majorité des employés des deux sous-secteurs sont syndiqués et donc protégés par des conventions collectives. Les syndicats jouent un rôle important dans le recrutement et la sélection des employés de l'industrie. Ils dirigent les bureaux de placement syndicaux et sont responsables de l'affectation quotidienne de la main-d'oeuvre. Comme les travailleurs sont choisis en fonction de l'ancienneté et à partir des listes affichées par les syndicats dans les bureaux de placement syndicaux, les employeurs n'ont qu'un droit de regard limité quant au recrutement de leur effectif.

### Effet net des recrutements et des cessations de fonctions

Le secteur des transports a été l'un des rares secteurs à enregistrer une croissance dans les emplois à temps plein et les emplois à temps partiel. Les recrutements et les cessations de fonctions se sont traduits par une augmentation nette de 4 242 employés à temps plein et de 3 363 employés à temps partiel. Dans les emplois temporaires, le secteur a affiché une croissance de 608 emplois. Par conséquent, l'effet net global des recrutements et des cessations de fonctions a été une augmentation de 8 213 emplois. Toutefois, une bonne partie de cette croissance s'est produite dans le transport aérien, alors que bien d'autres sous-secteurs ont enregistré une baisse.

**Tableau 3**
**Effet net des recrutements et des cessations de fonctions dans le secteur des transports selon le sous-secteur**

| Sous-secteur | Effet net |
|---|---|
| Avion | 9742 |
| Train | – 1693 |
| Camion | 1202 |
| Bateau | – 296 |
| Autocar | – 158 |
| Pipeline | – 13 |
| Transports | 8213 |

### Possibilités de changement

Le secteur des transports a déclaré un total de 33 070 recrutements et de 13 140 promotions à des postes à temps plein en 1988. Ces recrutements et ces promotions, dont bon nombre visaient des emplois où les groupes désignés sont sous-représentés, se situaient dans les catégories Cadres supérieurs (302), Cadres intermédiaires et autres cadres (2 525), Travailleurs manuels spécialisés (11 269) et Travailleurs qualifiés et artisans (4 506).

Les employeurs du secteur des transports s'inquiétaient du fait qu'il existe des emplois assortis d'exigences excluant les personnes souffrant de certaines incapacités. Par exemple, dans le transport aérien, les pilotes doivent satisfaire à des exigences médicales bien établies pour obtenir un brevet.

**Tableau 4**
**Possibilités de changement pour les employés à temps plein du secteur des transports selon la catégorie professionnelle**

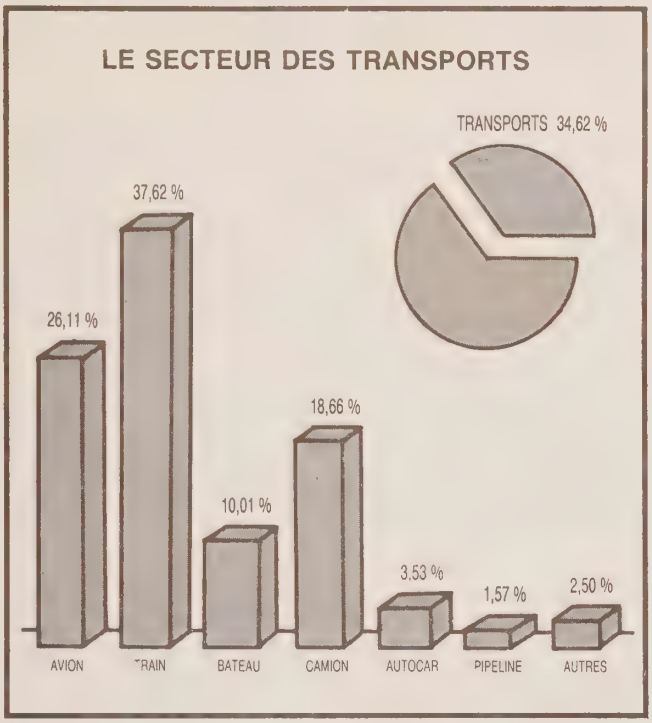
| Catégorie professionnelle | Recrutements | Promotions | Possibilités de changement |
|---|---|---|---|
| Cadres supérieurs | 122 | 180 | 302 |
| Cadres intermédiaires et autres cadres | 813 | 1712 | 2525 |
| Professionnels | 787 | 413 | 1200 |
| Semi-professionnels et techniciens | 1672 | 1314 | 2986 |
| Surveillants | 373 | 675 | 1048 |
| Contremaîtres | 332 | 1333 | 1665 |
| Employés de bureau | 6689 | 2880 | 9569 |
| Employés du secteur de la vente | 1453 | 303 | 1756 |
| Employés du secteur des services | 2916 | 213 | 3129 |
| Travailleurs qualifiés et artisans | 2930 | 1576 | 4506 |
| Travailleurs manuels spécialisés | 9686 | 1583 | 11269 |
| Autres travailleurs manuels | 5297 | 958 | 6255 |
| Nombre total de salariés | 33070 | 13140 | 46210 |

### Transport aérien

En 1988, le sous-secteur du transport aérien a été fortement perturbé alors que les lignes aériennes continuaient de s'adapter à la déréglementation. Il y a eu d'autres fusionnements dans l'industrie par le biais d'acquisitions et de nouvelles alliances commerciales. Au cours de l'année, le gouvernement canadien a vendu au grand public 45 % du capital-actions qu'il détenait dans Air Canada.

Le transport des voyageurs au Canada a connu une hausse d'environ 8 % en 1988, et il devrait augmenter d'environ 5 % par année au cours des cinq prochaines années. Le transport des marchandises compte pour environ 10 % des recettes totales du sous-secteur du transport aérien, et il devrait continuer à prendre de l'expansion.

Les 54 372 employés déclarés dans le transport aérien en 1988 représentaient plus du quart (26,11 %) de tous les salariés du secteur des transports visés par la Loi. Plus de 90 % des employés du transport aérien occupaient un poste à temps plein. Presque un de ces employés sur cinq (18,68 %) appartenait à la catégorie Employés du secteur des services et le tiers (37,76 %) aux catégories Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Semi-professionnels et techniciens. L'augmentation des emplois découlant des recrutements et des cessations de fonctions a été particulièrement forte en




variée de modes de transport : avion, train, bateau, camion, autocar et pipeline. Toutefois, le secteur peut être divisé en deux grandes catégories : le transport de marchandises et le transport de voyageurs. Alors que la concurrence entre les divers modes est de règle dans le transport des voyageurs, la tendance dans le transport des marchandises est à l'adoption de systèmes « intermodaux » concurrentiels et rentables. Par exemple, ce qu'on appelle le transport « mer-air » combine la rapidité du transport aérien et le faible coût du transport par bateau.

Au total, 205 employeurs exerçant leurs activités dans le domaine des transports ont présenté un rapport en vertu de la Loi en 1988. Leur effectif se composait de 208 265 employés, ou 34,62 % de tous les salariés visés par la Loi. La plupart de ces employés (94,37 %) occupaient un poste à temps plein. La répartition par province des salariés du secteur des transports était semblable à celle des autres branches d'activité.

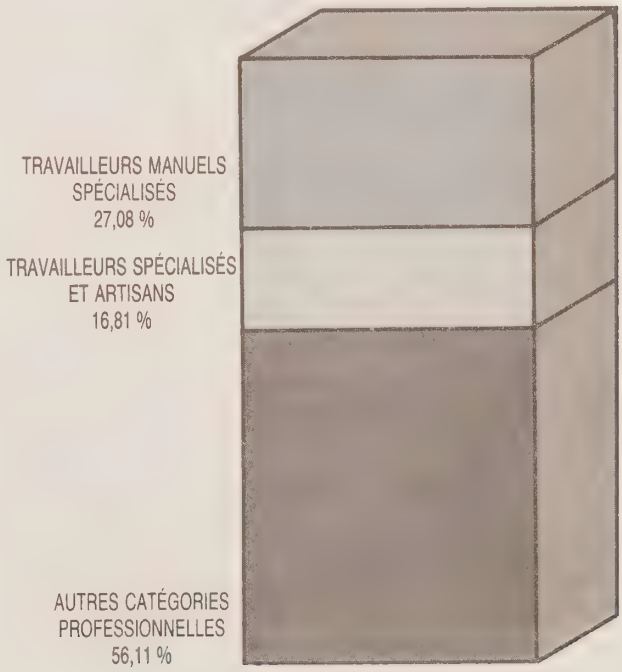
### Profil d'emploi

Les employés à temps plein n'étaient pas aussi concentrés dans un nombre limité de groupes professionnels que les employés du secteur bancaire. Les deux catégories professionnelles les plus importantes étaient Travailleurs manuels spécialisés (27,08 %) et Travailleurs qualifiés et artisans (16,81 %). La catégorie Cadres intermédiaires et autres cadres représentait 5,52 %, et la catégorie Employés de bureau 13,26 %, de tous les employés à temps plein. Environ le quart des employés à temps partiel du secteur des transports étaient employés dans les catégories Employés du secteur de la vente, Travailleurs manuels spécialisés et Autres travailleurs manuels.

### Salaires

Le salaire moyen estimatif des employés à temps plein, à temps partiel et temporaires du secteur des transports s'établissait à 31 870 $. Le salaire moyen à temps plein était 33 523 $ et le salaire moyen à temps partiel 12 600 $. Environ un cinquième (21,06 %) de tous les employés à temps plein du secteur des transports touchaient un salaire inférieur à 25 000 $.

**EMPLOIS À TEMPS PLEIN DANS LE SECTEUR DES TRANSPORTS**



touchant moins de 25 000 $ était plus du double de celui des employés à temps plein dans les autres branches d'activité.

### Effet net des recrutements et des cessations de fonctions

Les employeurs du secteur bancaire ont rapporté que dans les emplois à temps plein, en 1988, il y avait eu 1 622 cessations de fonctions de plus que de recrutements et, dans les emplois à temps partiel, 1 655 recrutements de plus que de cessations. Dans l'ensemble, les recrutements et les cessations de fonctions dans ce secteur ont réduit les emplois à temps plein et fait augmenter les emplois à temps partiel. L'augmentation des emplois à temps partiel s'est surtout produite dans la catégorie Employés de bureau.

### Possibilités de changement

Les employeurs du secteur bancaire ont recruté 15 537 personnes et en ont promu presque 36 430 dans les postes à temps plein en 1988. Bon nombre de ces recrutements et de ces promotions visaient des emplois où les groupes désignés sont faiblement représentés. Au total, 301 employés ont été recrutés ou promus dans la catégorie Cadres supérieurs, 14 192 dans la catégorie Cadres intermédiaires et autres cadres, et plus de 6 000 dans la catégorie Professionnels.

**Tableau 2**
**Possibilités de changement pour les employés à temps plein du secteur bancaire selon la catégorie professionnelle**

| Catégorie professionnelle | Recrute-ments | Promotions | Possibilités de changement |
|---|---|---|---|
| Cadres supérieurs | 62 | 239 | 301 |
| Cadres intermédiaires et autres cadres | 2322 | 11870 | 14192 |
| Professionnels | 1726 | 4697 | 6423 |
| Semi-professionnels et techniciens | 166 | 436 | 602 |
| Surveillants | 287 | 2912 | 3199 |
| Contremaîtres | 0 | 6 | 6 |
| Employés de bureau | 10784 | 16088 | 26872 |
| Employés du secteur de la vente | 65 | 113 | 178 |
| Employés du secteur des services | 69 | 21 | 90 |
| Travailleurs qualifiés et artisans | 18 | 26 | 44 |
| Travailleurs manuels spécialisés | 4 | 9 | 13 |
| Autres travailleurs manuels | 34 | 13 | 47 |
| Nombre total de salariés | 15537 | 36430 | 51967 |

Les employés de bureau et les comptables sont habituellement recrutés au niveau de débutant. Les postes d'employés de bureau exigent généralement un diplôme d'études secondaires, alors que les comptables agréés doivent détenir un diplôme universitaire. On pourvoit normalement aux emplois supérieurs par voie de promotion du personnel déjà en place. Par exemple, près de 80 % (79,41 %) des 301 possibilités de changement qui se sont présentées dans la catégorie Cadres supérieurs étaient des promotions et seulement 20,59 % des recrutements.

Les employés à temps partiel occupent normalement un poste subalterne souvent considéré comme étant un emploi de débutant pouvant mener à un emploi à temps plein. Dans certains cas, une mutation d'un poste à temps partiel à un poste à temps plein est considérée comme une promotion. En 1988, presque tous les recrutements (97,95 %) à des postes à temps partiel étaient dans la catégorie des emplois de bureau.

Le secteur bancaire est celui où le taux de syndicalisation est le plus faible au Canada, seulement 1 % de ses employés étant syndiqués. Sur les quelque 7 000 succursales des huit principales banques, seulement 43 ont des unités de négociation accréditées.

Les employeurs du secteur bancaire ont fait état d'un certain nombre d'activités pour promouvoir l'équité en matière d'emploi. Leurs rapports indiquent l'adoption de mesures et d'initiatives spéciales, comme une formation multiculturelle, une formation à l'équité en matière d'emploi pour les gestionnaires, divers autres programmes de formation et le remboursement des frais de scolarité pour une formation avancée. La majorité des banques mettent également en oeuvre des initiatives spéciales de recrutement. Cet engagement envers l'équité en matière d'emploi est souvent rappelé aux employés dans des bulletins et au cours de réunions. Grâce à ces efforts, le processus d'auto-identification a connu un taux de succès assez élevé dans le secteur bancaire.

## Mise à jour : secteur des transports

### Aperçu

Les entreprises visées par la Loi sur l'équité en matière d'emploi représentent une gamme très

Tableau 1
**Possibilités de changement pour les employés à temps plein dans l'effectif visé par la Loi selon la catégorie professionnelle**

| Catégorie professionnelle | Recrute-ments | Promotions | Possibilités de changement |
|---|---|---|---|
| Cadres supérieurs | 303 | 593 | 896 |
| Cadres intermédiaires et autres cadres | 4251 | 16295 | 20546 |
| Professionnels | 3628 | 6140 | 9768 |
| Semi-professionnels et techniciens | 3965 | 3070 | 7035 |
| Surveillants | 846 | 4659 | 5505 |
| Contremaîtres | 381 | 1683 | 2064 |
| Employés de bureau | 21552 | 24864 | 46416 |
| Employés du secteur de la vente | 2537 | 878 | 3415 |
| Employés du secteur des services | 3452 | 271 | 3723 |
| Travailleurs qualifiés et artisans | 4179 | 2607 | 6786 |
| Travailleurs manuels spécialisés | 10607 | 2352 | 12959 |
| Autres travailleurs manuels | 7245 | 1500 | 8745 |
| Nombre total de salariés | 62946 | 64912 | 127858 |

## Mise à jour : secteur bancaire

### Aperçu

Au Canada, le réseau bancaire se compose de la Banque du Canada (la banque centrale), de huit grandes banques nationales et de 58 banques étrangères plus petites. Les modifications apportées par les provinces aux règlements régissant l'industrie des valeurs mobilières ont permis aux banques d'élargir leur gamme de services financiers. Toutefois, la majeure partie de cette expansion a été enregistrée dans les activités sous réglementation provinciale, et les activités sous réglementation fédérale sont donc demeurées assez stables. En 1988, 24 banques étaient visées par la Loi sur l'équité en matière d'emploi et, à l'exception de deux d'entre elles, avaient leur siège social en Ontario ou au Québec.

L'effectif bancaire visé par la Loi sur l'équité en matière d'emploi se composait de 175 369 employés, ou 29,15 % de la population active touchée par la Loi. Une proportion relativement forte (17,11 %) des employés du secteur bancaire occupaient un emploi à temps partiel. En fait, ces employés représentaient près de la moitié (49,05 %) de tous les employés à temps partiel visés par la Loi. La répartition régionale de l'effectif bancaire se comparait à celle de l'ensemble de la population active : près de la moitié (48,68 %) des employés du secteur bancaire travaillaient en Ontario, 19,68 % au Québec, et 11,04 % en Colombie-Britannique.

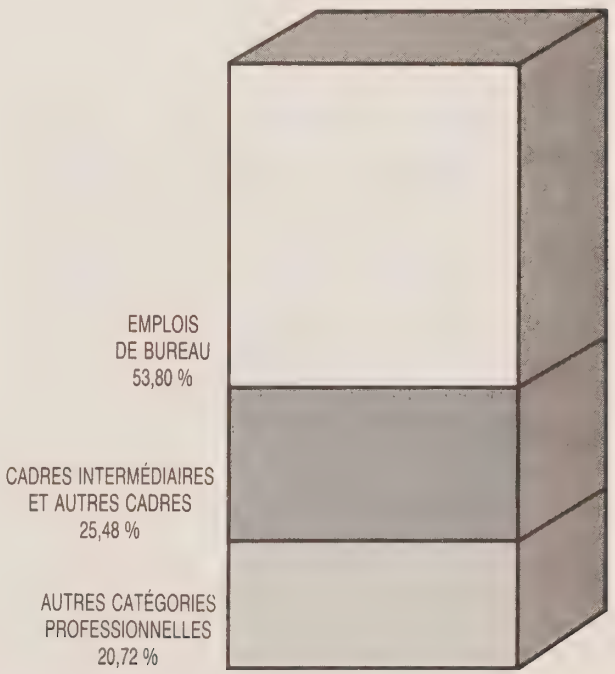
### Profil d'emploi

Le profil d'emploi de l'effectif bancaire révèle une forte concentration dans les catégories Employés de bureau et Cadres intermédiaires et autres cadres, qui comptaient pour plus des trois quarts de tous les employés à temps plein. En effet, plus de la moitié (53,8%) des employés à temps plein détenaient un emploi de bureau et environ le quart (25,48%) un poste de la catégorie Cadres intermédiaires et autres cadres. Presque tous les employés à temps partiel (96,49 %) étaient des employés de bureau. La plupart des employés de bureau dans le secteur bancaire détenaient un poste de caissier ou de secrétaire.

### Salaires

Le salaire moyen estimatif des employés à temps plein, à temps partiel et temporaires dans le secteur bancaire s'établissait à 25 713 $. Le salaire moyen à temps plein (28 765 $) et le salaire moyen à temps partiel (11 380 $) étaient tous deux inférieurs à ceux que l'on retrouvait dans les autres branches d'activité (transports, communications, autres). En fait, le nombre d'employés à temps plein du secteur bancaire

**EMPLOIS À TEMPS PLEIN DANS LE SECTEUR BANCAIRE**



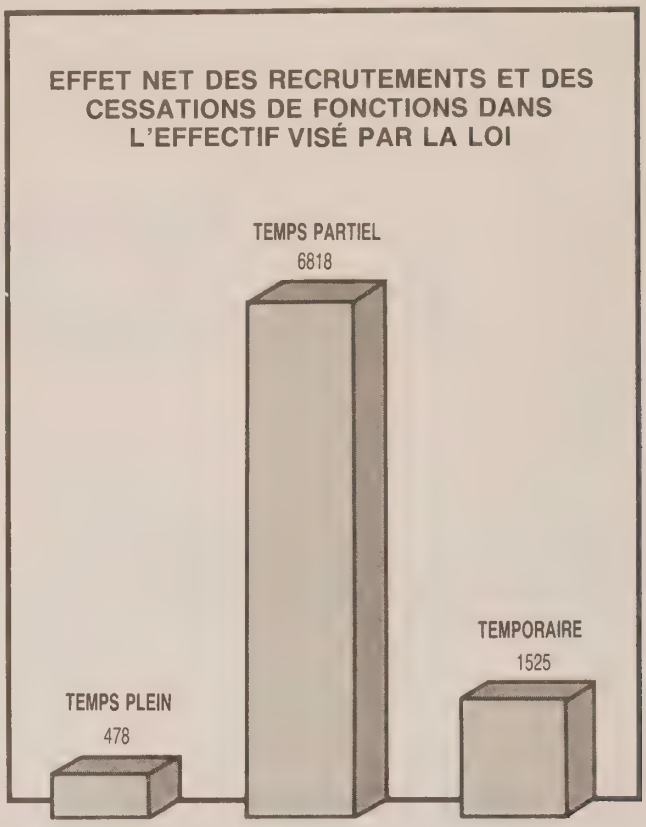
en particulier dans les catégories Employés de bureau et Cadres intermédiaires et autres cadres. Plus du tiers (33,46 %) de ces salariés occupaient un emploi de bureau, comparativement à 17,03 % de la population active canadienne, et dans la catégorie Cadres intermédiaires et autres cadres, on en retrouvait deux fois plus que dans la population active canadienne. Il y avait donc proportionnellement moins d'employés des catégories Professionnels, Employés du secteur de la vente, Employés du secteur des services et Autres travailleurs manuels qui étaient visés par la Loi. Près des trois quarts (72,71 %) de tous les employés à temps plein détenaient un emploi de bureau.

### Salaires

En 1988, le salaire moyen des employés à temps plein, à temps partiel et temporaires faisant partie de l'effectif visé par la Loi s'établissait à 30 210 $[2]. Le salaire moyen des employés à temps plein s'élevait à 32 241 $; plus du quart (28,69 %) de ces employés touchaient moins de 25 000 $, et près d'un cinquième (19,78 %) 40 000 $ ou plus. Le salaire moyen à temps partiel se situait à 14 469 $.

### Effet net des recrutements et des cessations de fonctions[3]

Dans l'ensemble, en 1988, les recrutements et les cessations de fonctions dans la population active visée par la Loi se sont traduits par un taux de croissance de l'emploi de 1,41 %. Ce taux est sensiblement inférieur au taux de croissance de l'emploi de 2,7 % enregistré au cours de la même année dans l'économie canadienne.[4] Les emplois à temps partiel ont enregistré la plus forte augmentation, ce qui est conforme à la tendance qui a été relevée pour la première année de rapport. En 1988, l'effet net des recrutements et des cessations de fonctions a été une augmentation de 6 818 employés à temps partiel et de seulement 478 employés à temps plein. Par conséquent, les recrutements et les cessations de fonctions se sont traduits par un taux de croissance de 12,55 % dans les emplois à temps partiel et de 0,09 % dans les emplois à temps plein.




### Possibilités de changement

En 1988, les employeurs assujettis à la Loi ont eu de nombreuses possibilités d'apporter des changements. Ils ont déclaré, au total, 62 946 recrutements et 64 912 promotions à des postes à temps plein. Bon nombre de ces recrutements et de ces promotions visaient des emplois où les groupes désignés sont habituellement sous-représentés. Dans les emplois à temps plein, il y a eu 303 recrutements et 593 promotions dans la catégorie Cadres supérieurs, 4 251 recrutements et 16 295 promotions dans la catégorie Cadres intermédiaires et autres cadres, et 3 628 recrutements et 6 140 promotions dans la catégorie Professionnels. Il y a également eu de nombreux recrutements et de nombreuses promotions visant d'autres emplois où les femmes sont habituellement sous-représentées, tels ceux des catégories Travailleurs qualifiés et artisans et Travailleurs manuels spécialisés.

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[2] Voir « Notes sur les données » pour la méthode de calcul des salaires moyens.

[3] On calcule l'effet net des recrutements et des cessations de fonctions en soustrayant les cessations de fonctions des recrutements. Par exemple, s'il y a eu 10 recrutements et 8 cessations de fonctions, l'effet net serait 2. Pour de plus amples renseignements, voir « Notes sur les données ».

[4] Statistique Canada, La population active, janvier 1989.

# 2

# ÉTABLISSEMENT DU CONTEXTE

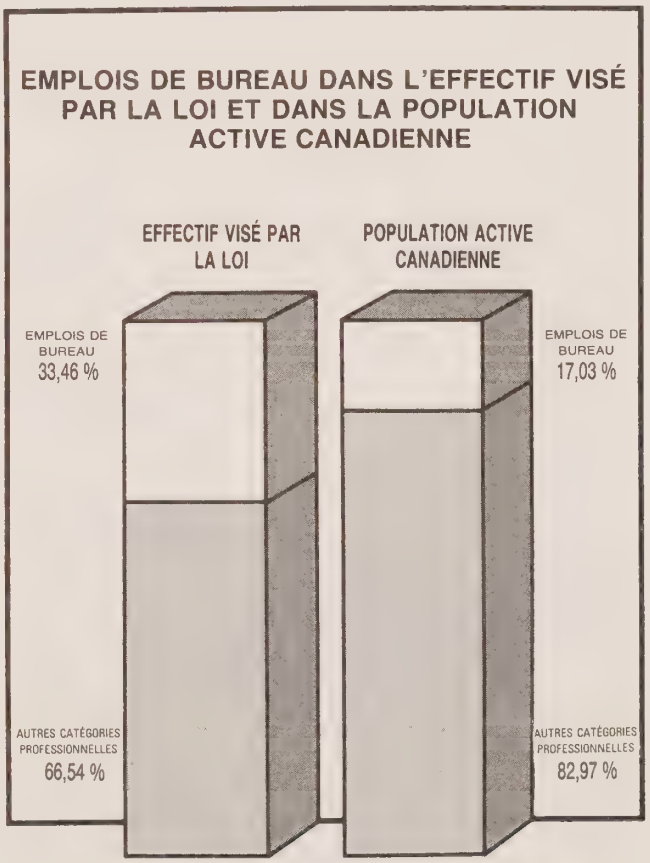
*Le présent chapitre décrit brièvement l'effectif visé par la Loi sur l'équité en matière d'emploi. Il fait état également de chaque branche d'activité et résume les résultats des rapports des employeurs. Le lecteur dispose d'un contexte qui lui permet de se situer par rapport aux progrès signalés en ce qui concerne les femmes, les autochtones, les personnes handicapées et les membres de minorités visibles, pour mieux les évaluer.*

## Aperçu général de l'effectif

En 1988, l'effectif visé par la Loi sur l'équité en matière d'emploi se composait d'environ 615 000 employés travaillant pour 376 employeurs. La présente analyse porte sur 601 626 salariés représentant les effectifs réunis de 372 de ces employeurs[1]. Ces employés se retrouvaient dans une proportion de 30 % environ dans chacune des principales branches d'activité, soit le secteur des banques, celui des transports et celui des communications. Le reste était regroupé sous la rubrique « Autres branches d'activité ». La plupart des salariés (88,34 %) occupaient un emploi à temps plein. Enfin, la population active visée par la Loi était fortement concentrée dans le centre du Canada : environ les deux tiers travaillaient en Ontario (42,71 %) ou au Québec (21,64 %).

### Profil d'emploi

Le profil d'emploi de l'effectif visé par la Loi était différent de celui de la population active canadienne,




[1] Voir « Notes sur les données ».

de rendement des superviseurs et des directeurs. D'autres employeurs ont mis au point des entrevues de cessation d'emploi pour les employés qui quittaient l'organisation afin de cerner les problèmes et de trouver des solutions. Le processus de suivi a le mieux réussi lorsque la communication était permanente et l'information recueillie auprès de tous les intervenants de l'organisation. Beaucoup d'employeurs ont maintenu le contact avec leurs employés par la diffusion de bulletins ou la publication de rapports annuels sur l'équité en matière d'emploi.

Le suivi externe est assuré par la publication du Rapport annuel sur l'équité en matière d'emploi présenté au Parlement. Le rapport déposé en 1988 exposait la situation des employeurs relativement à l'équité en matière d'emploi pour la première année de référence. Le présent rapport consiste en un regroupement des rapports des employeurs pour la deuxième année, assorti d'une analyse qui évalue les progrès accomplis par les employeurs en vue de la réalisation de l'équité en matière d'emploi. Cette analyse expose le contexte dans lequel les programmes d'équité sont mis en œuvre et mesure les progrès accomplis au bénéfice des groupes désignés.

L'examen de la Loi sur l'équité en matière d'emploi, qui sera fait par un comité parlementaire en 1991, fournira notamment l'occasion de faire le point sur les progrès accomplis depuis plusieurs années par les employeurs tenus par la Loi de présenter un rapport. Le processus de suivi servira principalement à déterminer dans quelle mesure les groupes désignés ont pu tirer parti des possibilités de changement qui se sont présentées à l'effectif visé par la Loi. Le suivi des employeurs portera sur les progrès qu'ils ont faits pour accroître la représentativité de l'effectif visé par la Loi sur l'équité en matière d'emploi.

## Réalisation

Afin de réaliser les objectifs établis pour chacun des groupes désignés, les employeurs peuvent adopter des mesures spéciales en ce qui concerne le recrutement, l'engagement, la formation et l'avancement, et prendre des mesures pour faire accepter ces mesures spéciales dans l'entreprise.

Les employeurs ont eu recours à une gamme étendue de stratégies pour supprimer les obstacles auxquels faisaient face les membres des groupes désignés. Beaucoup mentionnent les initiatives qu'ils ont prises pour garantir la participation des autochtones au moyen de programmes de formation offerts en collaboration avec des établissements d'enseignement et l'État. Une entreprise a organisé à l'intention des autochtones en âge de travailler une visite guidée de ses installations (le transport était assuré entre l'usine et un point de ramassage central) pour leur exposer les exigences des divers postes offerts dans l'entreprise.

Un des employeurs des transports a créé un certain nombre de programmes de bourses pour encourager les membres des groupes désignés à poursuivre une carrière dans une gamme étendue de domaines non traditionnels. Un de ces programmes a été conçu à l'intention des autochtones et a pour objet d'aider ceux-ci à mieux réussir dans une profession, et un autre offre au personnel féminin la chance de terminer des études universitaires ou d'acquérir des compétences dans un emploi de col bleu.

Une entreprise s'est fixé pour objectif de faire participer à 50 % les femmes à tous ses programmes clés de formation de cadres et que les femmes constituent la moitié de leurs recrues dans les collèges communautaires et les universités. Certains employeurs ont offert des services de garderie, et une compagnie de transport a mis sur pied une garderie ouverte 24 heures sur 24 pour inciter plus de femmes à travailler dans ce secteur d'activité.

En collaboration avec le syndicat, un autre employeur, a ajouté à la convention collective une clause d'équité en matière d'emploi permettant de doter, chaque année, plus de 200 postes dans la catégorie Travailleurs qualifiés et artisans avec des membres de groupes désignés. Cette disposition permettra à l'entreprise d'accorder une importance particulière à la mutation et à l'embauchage de femmes ayant les compétences requises pour ces postes.

Un employeur a offert à tous les superviseurs d'employés malentendants des cours de langage gestuel, tandis qu'un autre a remboursé les frais de scolarité des employés qui ont suivi une telle formation. D'autres entreprises ont mis au point et organisé des séances de sensibilisation au multiculturalisme à l'intention de leurs employés afin de créer une atmosphère propice à la collaboration dans l'ensemble de l'organisation.

En général, les employeurs ont trouvé que le processus de consultation mené auprès des salariés ou de leurs représentants a beaucoup contribué au succès de la mise en œuvre de leur plan d'équité en matière d'emploi. Les directeurs et les employés réagissent favorablement à un plan qui fait écho à leurs préoccupations et à leurs opinions et qui intègre l'équité en matière d'emploi aux objectifs globaux de l'entreprise.

## Contrôle

S'ils veulent assurer la représentation équitable des membres des groupes désignés à tous les échelons, les employeurs doivent déterminer dans quelle mesure ils ont atteint leurs objectifs numériques, évaluer les contextes interne et externe et, si nécessaire, établir de nouvelles priorités et instaurer d'autres méthodes pour réaliser l'équité en matière d'emploi.

Pour l'application de la Loi sur l'équité en matière d'emploi, les résultats sont vérifiés de deux façons : par les systèmes de contrôle interne prévus en vertu du programme d'équité en matière d'emploi et par le contrôle externe, exercé par l'État et le public et rendu possible par la publication des rapports des employeurs.

Les mécanismes de suivi interne servent à vérifier si le programme d'équité en matière d'emploi donne des résultats continus. Bien que le système puisse être assez souple pour s'adapter aux besoins particuliers en matière d'équité et au climat de l'entreprise il doit faire en sorte que les gestionnaires soient tenus responsables des résultats obtenus. Les employeurs peuvent ainsi déterminer les mesures spéciales qui sont efficaces et les secteurs qui méritent qu'on s'y attarde plus longuement.

Quelques entreprises ont indiqué qu'elles avaient mesuré leurs progrès en recensant les évaluations

un rapport fondé sur ce qu'ils considéraient comme des données incomplètes. C'est pourquoi, certains employeurs ont consacré beaucoup de temps à concevoir des mécanismes leur permettant de recueillir des renseignements plus complets. La plupart ont procédé à une enquête ou ont fait remplir un questionnaire en plus d'appliquer une bonne stratégie de communication.

On encourage les employeurs à faire preuve de souplesse et de créativité pour informer les salariés sur le processus d'auto-identification et obtenir qu'ils consentent à ce que les renseignements fournis soient utilisés aux fins de la planification d'un programme d'équité en matière d'emploi et de l'établissement d'un rapport.

Lorsque l'employeur a obtenu un profil statistique de la situation des quatre groupes désignés dans son entreprise, il peut déterminer s'ils y sont représentés dans la même proportion que sur le marché du travail local. Il peut voir dans quelles catégories ils sont sous-représentés et prendre des mesures pour corriger la situation.

L'étape suivante consiste à étudier les systèmes d'emploi pour voir s'il y en aurait qui constitueraient des obstacles pour les membres des groupes désignés. L'employeur recueille et analyse des données sur le taux de représentation des membres des groupes désignés par rapport à l'ensemble des salariés embauchés, des salariés qui ont obtenu une promotion et des salariés qui ont cessé de travailler pour l'entreprise. L'employeur examine ses politiques et ses pratiques d'emploi afin de juger s'il y en a qui seraient discriminatoires à l'égard des membres des groupes désignés. Il est indispensable de s'assurer l'appui de tous les intéressés pour effectuer cette étude et pour faire comprendre à tous qu'il est nécessaire d'adopter des pratiques non discriminatoires.

Dans certaines entreprises, l'examen des systèmes d'emploi par un comité a donné de bons résultats; d'autres employeurs ont consulté les représentants des groupes désignés pour déterminer quels obstacles avaient compromis leurs chances d'avancement et de mutation dans l'entreprise. En examinant leurs méthodes d'engagement, certaines entreprises ont constaté l'existence d'obstacles; par exemple, en ce qui concerne le recrutement, les chances offertes aux membres des groupes désignés étaient quelque peu limitées parce que les concours étaient restreints à un secteur géographique donné ou encore, aux seuls employés de l'entreprise. D'autres employeurs avaient présumé, sans vérification préalable, que les personnes handicapées ne pourraient travailler dans leur entreprise. En outre, certains employeurs ont constaté que leurs programmes de formation n'étaient pas accessibles aux employés de tous les niveaux ou que des critères normalisés de promotion et d'évaluation des postes n'avaient pas été établis.

## Planification

Un plan d'action concernant l'équité en matière d'emploi doit s'appuyer sur une connaissance complète et détaillée des domaines dans lesquels les groupes désignés sont sous-représentés. Le but d'un tel plan est d'accroître la représentation des membres des groupes désignés dans ces domaines. Le plan doit être harmonisé le plus possible avec d'autres activités de planification de l'entreprise, en particulier la planification des ressources humaines.

Le plan d'action comporte des objectifs numériques pour le recrutement, la formation et l'avancement des membres des groupes désignés et établit les mesures et les calendriers que l'entreprise doit adopter pour réaliser ces objectifs. Le plan d'action fait également mention de la personne qui doit rendre compte des résultats et prévoit un système d'évaluation de son travail.

Les employeurs se trouvent dans des situations très différentes et le degré de difficulté que chacun d'entre eux éprouve à mettre en œuvre son plan d'équité en matière d'emploi peut donc beaucoup varier. Dans certains cas, les difficultés ont été très importantes. Queiques employeurs ont, par exemple, fait état d'obstacles au recrutement attribuables à la très grande spécialisation des postes dans leur entreprise ou à l'éloignement des lieux de travail. Quelques-uns ont éprouvé de la difficulté à trouver des membres des groupes désignés pour combler leurs postes bilingues. Pour d'autres, les exigences syndicales en matière d'embauchage et les conventions collectives constituaient des entraves. L'établissement et la réalisation des objectifs ont également été compliqués par la réduction des effectifs, l'expansion des entreprises, les changements technologiques et les fusions, autant de facteurs qui peuvent influer sur le nombre des employés.

auto-identification des salariés qui font partie des groupes désignés. La stratégie de communication doit, de façon générale, viser à créer un climat propice à la mise en œuvre du programme d'équité en matière d'emploi, ainsi qu'aux consultations patronales-syndicales et à l'auto-identification, en particulier. Une stratégie de communication efficace permettra de faire comprendre aux salariés l'objectif du processus d'auto-identification, d'apporter une réponse à leurs préoccupations et d'encourager leur pleine participation.

Dans le but de créer un climat favorable à la mise en œuvre d'un programme d'équité en matière d'emploi, certains employeurs ont informé leur personnel qu'ils appuyaient l'équité en matière d'emploi et que celle-ci était conforme à leurs objectifs. Le message était communiqué dans une lettre du président ou du directeur général, adressée à chaque salarié, ou dans des articles paraissant dans le bulletin de l'entreprise. D'autres employeurs ont créé un comité mixte, formé de représentants des salariés et de la direction, chargé d'étudier les questions relatives à l'équité en matière de l'emploi. D'autres ont constitué des comités patronaux-syndicaux chargés de suivre de près la mise en œuvre des programme d'équité en matière d'emploi. En général, ces comités devaient assurer la communication entre les intéressés à toutes les étapes du processus de mise en œuvre.

Quelques employeurs ont produit des films ou des vidéos sur l'équité en matière d'emploi. D'autres ont signalé dans leur rapport que des séances d'information générales avaient contribué à préparer les salariés et les cadres aux changements qui s'imposaient pour réaliser l'équité en matière d'emploi. Dans un certain nombre d'entreprises, les membres de la direction ont informé personnellement chaque salarié en se rendant dans toutes les succursales, y compris celles qui se trouvaient dans les régions éloignées.

Les méthodes, les stratégie et les moyens utilisés par une entreprise pour communiquer son engagement envers la réalisation de l'équité en matière d'emploi peuvent varier, mais leur but est le même, soit de garantir l'efficacité de cette réalisation à tous les niveaux de l'entreprise. Pour obtenir l'adhésion de ses employés à tous les échelons, l'employeur doit faire tout son possible pour qu'ils se rendent compte de la situation des membres des groupes désignés et leur donner la possibilité d'exprimer leurs préoccupations et d'apprendre.

### Appui du personnel

Une stratégie de communication dynamique suscitera l'adhésion du personnel à la réalisation de l'équité en matière d'emploi. Les compétences et les données nécessaires pour concevoir et mettre en œuvre un programme d'équité en matière d'emploi peuvent provenir de différentes sources au sein de l'entreprise, comme les systèmes de gestion de l'information, les ressources humaines, les affaires publiques ou les représentants syndicaux. Très souvent, préparer un programme d'équité en matière d'emploi suppose améliorer ou modifier les méthodes établies de collecte et de gestion des données sur les ressources humaines. De plus, l'obligation de présenter un rapport a largement contribué à la conception, à l'instauration et à l'exploitation de systèmes d'information sur les ressources humaines; en effet, de nombreux employeurs ont conçu des systèmes pour leur faciliter la collecte de données en vue de la rédaction de leurs rapports sur l'équité en matière d'emploi.

## Analyse

L'étape de l'analyse consiste à découvrir les problèmes qui existent au niveau de l'effectif de l'entreprise. Pour ce faire, l'employeur doit recueillir des données sur la composition de son effectif et comparer ces « données internes » aux « données du marché », qui l'informent sur la disponibilité de travailleurs membres des groupes désignés sur le marché. À l'aide de ces données, l'employeur peut connaître le taux de représentation des membres des groupes désignés au niveau des catégories professionnelles, des différents échelons salariaux, du recrutement, des promotions et des cessations d'emploi. C'est à partir de ces données que l'entreprise peut planifier son programme d'équité en matière d'emploi.

Obtenir des données exactes sur les membres des groupes désignés est un des plus grands obstacles que rencontre l'employeur qui met en œuvre un programme d'équité en matière d'emploi. Aux termes de la Loi sur l'équité en matière d'emploi, il est tenu de présenter un rapport sur ses salariés qui sont membres d'un groupe désigné et qui se reconnaissent auprès de lui comme tels ou acceptent qu'il les reconnaisse comme tels. Or, des employeurs ont mentionné que la proportion des salariés qui indiquent qu'ils sont membres d'un groupe désigné est quelquefois plus faible que prévu, et ils ont manifesté leur mécontentement d'avoir à soumettre

# 1

# RÉALISATION DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI

*« En consultation avec les personnes que les salariés ont désignées pour les représenter ou avec l'agent négociateur des salariés lorsque ces derniers sont représentés par un agent négociateur, l'employeur réalise l'équité en matière d'emploi . . . »*

*Loi sur l'équité en matière d'emploi, article 4*

## Introduction

Aux termes de la Loi, l'employeur est tenu de réaliser l'équité en matière d'emploi, c'est-à-dire de s'engager à concrétiser « l'égalité en milieu de travail » dans son entreprise. Cet engagement suppose une analyse de l'effectif, un recensement des politiques et des pratiques qui font obstacle à l'égalité et l'élaboration et la mise en œuvre d'un plan d'action assorti d'un processus de suivi et d'évaluation des résultats obtenus.

En outre, l'employeur doit soumettre un rapport annuel sur le résultat des mesures qu'il aura instaurées et il est encouragé à fournir un résumé des circonstances et des progrès particuliers de son organisation. Dans certains cas, cet ajout au rapport permet de mieux comprendre l'approche adoptée par l'employeur dans la mise en œuvre de son programme d'équité en matière d'emploi. Ce chapitre contient quelques renseignements fournis par les employeurs sur la manière particulière dont ils ont abordé la question.

La constitution d'un milieu de travail représentatif et équitable exige une approche innovatrice à un grand nombre de fonctions de l'entreprise. C'est une tâche difficile que l'employeur saura d'autant mieux réaliser s'il suit ces cinq étapes : préparation, analyse, planification, mise en œuvre et contrôle. Ce chapitre est une étude de ces différentes étapes, illustrées par des exemples réels de mesures instaurées par les employeurs.

## Préparation

Le processus de préparation commence par l'engagement de la direction de réaliser l'équité en matière d'emploi au sein de l'entreprise. Dès lors, elle obtient l'appui des cadres intermédiaires pour élaborer et mettre en œuvre des programmes à cet effet. Un cadre supérieur chargé du processus rendra compte de son exécution, et chacun des aspects du plan d'équité en matière d'emploi sera confié à un cadre intermédiaire. Pour assurer une base solide à ce plan, il est indispensable de faire valoir aux salariés et à la collectivité l'utilité de l'équité en matière d'emploi et d'obtenir ainsi l'appui de l'entreprise tout entière pour l'exécution des mesures envisagées.

### Stratégie de communication

La Loi sur l'équité en matière d'emploi exige qu'il y ait consultation entre employeurs et travailleurs, et

# CHANGEMENTS POSITIFS

*La représentation des groupes désignés dans l'effectif visé par la Loi est plus basse que leur représentation dans la population active canadienne. Toutefois, certaines indications permettent de conclure que la situation s'améliore. Les gains ont été réalisés malgré que la majorité des employeurs visés par la Loi n'aient pas rapporté un accroissement notable de leur effectif.*

- La représentation déclarée de chacun des quatre groupes désignés s'est améliorée depuis la première année de rapport :
  - le taux de représentation des femmes est passé de 40,9 % à 42,12 %;
  - le taux de représentation des autochtones a augmenté, passant de 0,66 % à 0,73 %;
  - le taux de représentation des personnes handicapées a augmenté, passant de 1,59 % à 1,71 %;
  - le taux de représentation des membres des minorités visibles est passé de 4,99 % à 5,69 %.
- La hausse de la représentation des groupes désignés dans les différentes branches d'activité était plus importante et plus uniforme en ce qui concerne les femmes et les membres des minorités visibles.
- La représentation des groupes désignés a augmenté malgré un taux de croissance de 1,41 % de l'effectif visé par la Loi.
- Chaque groupe désigné a bénéficié d'une part plus grande des recrutements visant des postes à temps plein.
- Les femmes et les membres des minorités visibles ont bénéficié d'une part plus grande des promotions à des postes à temps plein.
- Il y a eu de faibles accroissements de la représentation des groupes désignés dans plusieurs catégories professionnelles :
  - la représentation des autochtones s'est accrue dans huit des douze catégories professionnelles;
  - la représentation des personnes handicapées et des femmes s'est accrue dans dix des douze catégories professionnelles;
  - la représentation des membres des minorités visibles s'est accrue dans les douze catégories professionnelles.

### La Commission canadienne des droits de la personne

Il existe une relation complémentaire entre la Loi sur l'équité en matière d'emploi et la Loi canadienne sur les droits de la personne. Comme la Commission canadienne des droits de la personne (CCDP) reçoit, elle aussi, des exemplaires des rapports des employeurs, celle-ci dispose pour la première fois de renseignements sur la situation des groupes désignés dans les entreprises. Aux termes de la Loi canadienne sur les droits de la personne, la Commission a le pouvoir d'instituer une enquête lorsqu'il y a raisonnablement lieu de supposer qu'il existe une discrimination systémique. Des particuliers ou des organisations ont également le droit de déposer une plainte contre un employeur auprès de la Commission canadienne des droits de la personne.

À la suite de la publication des rapports des employeurs pour l'année civile 1987, la Commission a reçu des plaintes concernant les pratiques d'emploi de onze employeurs. Elle a également demandé à dix-neuf employeurs de participer à un examen conjoint de leur situation pour ce qui est de l'équité en matière d'emploi. Dix-sept d'entre eux se sont prêtés à cet examen, et la Commission a institué une enquête sur les pratiques d'emploi des deux autres.

### Intérêt à l'échelle internationale

La Loi sur l'équité en matière d'emploi représente une façon de constituer une population active représentative, qui est nouvelle et novatrice au Canada et en Amérique du Nord. Elle est étudiée dans bien d'autres pays, car elle constitue le modèle d'une méthode pro-active visant à réaliser l'égalité en matière d'emploi. Le Canada joue un rôle de chef de file dans les échanges qui ont lieu sur le sujet dans le cadre de l'Organisation de coopération et de développement économiques. Des représentants de plusieurs pays sont venus étudier les programmes canadiens obligatoires d'équité en matière d'emploi, et le Canada reçoit régulièrement des demandes d'information et de consultation de toutes les parties du globe.

présenté des plans de travail acceptables et mis sur pied des programmes appropriés.

### Initiatives de la Commission de l'emploi et de l'immigration

Reconnaissant que les groupes désignés enregistrent des taux de chômage plus élevés et des salaires moyens plus faibles que la population active, et qu'ils se retrouvent de façon disproportionnée dans un éventail limité d'emplois, la CEIC a pris certaines mesures pour corriger cette situation. Elle a fixé des objectifs pour la participation des groupes désignés à ses programmes et services réguliers, et elle évaluera les effets de ces programmes sur les membres de l'effectif qui appartiennent aux groupes désignés.

Le recrutement, la formation et le maintien d'une main-d'œuvre hautement qualifiée bénéficient tant aux employeurs qu'aux employés. La CEIC offre divers programmes de formation axés sur les employeurs, et elle les aide à planifier l'utilisation de leurs ressources humaines et à mettre en œuvre des programmes d'équité en matière d'emploi. Les travailleurs bénéficient d'un éventail très étendu de programmes et de services comme l'orientation professionnelle et la formation. La CEIC offre ces programmes et services dans 470 Centres d'emploi du Canada, ainsi que des services itinérants dans 187 localités éloignées ou isolées situées un peu partout au Canada.

Certains autres programmes et services profitent également aux membres des groupes désignés. Par exemple, les projets Extension contribuent à supprimer les obstacles à l'emploi, car ils font appel à des organismes communautaires pour étendre les services d'emploi aux clients dont les besoins peuvent être mieux comblés dans le cadre de projets de ce genre.

La Planification de l'emploi procure des emplois et assure l'acquisition de compétences, activités qui visent particulièrement les membres des groupes désignés qui ne sont pas sur le marché du travail. Elle aide également les employeurs à réaliser l'équité en leur adressant des candidats qualifiés des groupes désignés. Les programmes suivants sont offerts :

- le **Développement de l'emploi** fournit une expérience de travail aux chômeurs de longue date;
- l'**Intégration professionnelle** offre une formation aux personnes qui ont de la difficulté à intégrer ou à réintégrer le marché du travail;
- le **Programme relatif aux pénuries de main-d'œuvre** aide les employeurs à former des travailleurs dans des professions qui sont actuellement en demande ou qui le deviendront dans l'avenir;
- l'**Acquisition de compétences** offre un recyclage aux travailleurs dont les emplois sont touchés par les changements technologiques ou l'évolution du marché;
- le **Développement des collectivités** encourage l'expansion des entreprises pour faire face aux besoins spéciaux des collectivités à l'extérieur des régions métropolitaines aux prises avec un chômage chronique élevé.

La nouvelle Stratégie de mise en valeur de la main-d'œuvre, qui entrera en vigueur en 1990, est fondée sur la Planification de l'emploi et fournira une aide très complète à tous les Canadiens cherchant à acquérir et à maintenir les compétences qui leur sont indispensables sur un marché du travail en pleine évolution.

D'autres programmes de la CEIC prévoient également des mesures spéciales visant à accroître la participation des groupes désignés. Par exemple, des fonds spéciaux sont consentis pour réaménager le poste de travail de personnes handicapées participant à des programmes de formation, ou pour leur fournir du matériel sur bande sonore ou en braille. En outre, la CEIC assure l'accès au Service d'information sur les aménagements, ce qui permet aux employeurs disposés à embaucher des personnes handicapées de prendre connaissance et de profiter de l'expérience d'autres employeurs qui ont su prendre des mesures efficaces d'adaptation aux besoins des travailleurs souffrant d'incapacités.

Ce sont là des exemples du rôle de partenaire que joue la CEIC dans le processus pour instituer l'équité en matière d'emploi, pour répondre aux besoins des groupes désignés et des employeurs aux niveaux local, régional et national, et pour constituer une main-d'œuvre représentative.

vérifie, en distribue des exemplaires aux bibliothèques partout au pays, regroupe et analyse les données et rédige un rapport annuel.

### Rapport annuel au Parlement

Le ministre de l'Emploi et de l'Immigration est tenu de déposer au Parlement un rapport annuel qui regroupe et analyse les données sur l'équité en matière d'emploi fournies par les employeurs, et qui examine le profil d'emploi des groupes désignés. Le premier rapport annuel, qui était fondé sur des renseignements fournis par 373 employeurs sous réglementation fédérale, a été déposé en décembre 1988.

### Deuxième rapport annuel au Parlement

Le présent rapport regroupe les données fournies par 374 employeurs pour l'année civile 1988. Il analyse les progrès réalisés par les employeurs dans le domaine de l'équité en matière d'emploi, évalue la situation des groupes désignés faisant partie de l'effectif visé par la Loi, et ce, dans diverses branches d'activité et régions. Une comparaison des rapports des employeurs de 1988 et de 1987 permet de constater les changements qui se sont produits. Les employeurs sont également classés selon leur performance respective dans chaque branche d'activité.

### Examen par le public

L'examen public joue un rôle très important dans l'application de la Loi sur l'équité en matière d'emploi. D'une part, il encourage les employeurs à veiller à l'efficacité des plans qu'ils dressent et à leur mise en œuvre. D'autre part, les rapports peuvent fournir à des particuliers et à des organisations les renseignements dont ils ont besoin pour déposer une plainte lorsqu'il y a raisonnablement lieu de croire qu'il existe une discrimination systémique. Par ailleurs, les membres, les représentants et les organisations des groupes désignés utilisent les rapports pour établir des liens directs avec les employeurs qui éprouvent des difficultés. Par exemple, ils collaborent avec les employeurs pour accroître l'efficacité de leurs initiatives de recrutement.

Les rapports en matière d'équité reçus des employeurs sont à la disposition du public dans toutes les bibliothèques du Canada; on peut également en obtenir des exemplaires en s'adressant à Approvisionnements et Services Canada. Pour savoir comment se procurer les rapports, voir la brochure intitulée Équité en matière d'emploi. Où trouver les rapports des employeurs, que distribue Emploi et Immigration Canada.

### Application

Jusqu'ici, un employeur ne s'est pas conformé aux dispositions de la Loi sur l'équité en matière d'emploi. La compagnie Execaire Inc. n'a pas fait rapport sur son effectif en 1987, et une plainte a été portée contre elle pour avoir manqué de se conformer à la Loi. La cause est en instance et sera entendue en janvier ou en février 1990. En attendant, Execaire Inc. a déposé son rapport pour 1988.

### Le Programme de contrats fédéraux

La Commission de l'emploi et de l'immigration du Canada (CEIC) administre également le Programme de contrats fédéraux, un autre programme d'équité en matière d'emploi d'importance majeure qui s'adresse aux employeurs faisant affaire avec le gouvernement fédéral. Le Programme des contrats fédéraux poursuit les mêmes objectifs que la Loi, mais ses modalités d'exécution sont différentes. Depuis l'établissement du Programme de contrats fédéraux en octobre 1986, les entrepreneurs qui soumissionnent des marchés fédéraux sont tenus de découvrir et de supprimer dans leur organisation les obstacles artificiels à la sélection, au recrutement, à la promotion et à la formation des travailleurs qui sont membres des groupes désignés. Ils doivent également accroître chez eux la participation des groupes désignés à tous les niveaux d'emploi. Dans le cadre du programme, 1 270 entreprises représentant près d'un million d'employés ont confirmé leur engagement envers l'équité en matière d'emploi. Au total, 744 employeurs ont obtenu des contrats et font donc l'objet d'une vérification de conformité. Jusqu'ici, 74 d'entre eux ont obtenu des résultats positifs, et dans le cas de 120 autres, la vérification est en cours.

Le droit de soumissionner des marchés fédéraux a été retiré à deux entrepreneurs dont l'examen avait donné des résultats insatisfaisants l'un en 1988 et l'autre en 1989. Ces entrepreneurs ont été réinscrits sur la liste des soumissionnaires après qu'ils eurent

# INTRODUCTION

## Contexte

À mesure que l'évolution de la situation socio-économique incite les membres du public canadien à réfléchir davantage sur le genre de société à laquelle ils aspirent, ils sont de plus en plus convaincus de la nécessité de constituer une main-d'œuvre représentative au pays. Le principe de l'égalité en milieu de travail a été enchâssé dans la Charte canadienne des droits et libertés. La Commission royale d'enquête sur l'égalité en matière d'emploi, présidée par le juge Rosalie S. Abella, a été constituée pour chercher à déterminer les moyens les plus économiques, les plus efficaces et les plus équitables de favoriser l'égalité dans l'emploi, et pour formuler à cet effet des recommandations à l'intention du gouvernement.

### Mesures prises par le gouvernement

Pour donner suite aux recommandations de la commission Abella, le gouvernement fédéral a adopté la Loi sur l'équité en matière d'emploi, le Programme obligatoire de contrats fédéraux, ainsi que les Directives du Conseil du Trésor concernant l'équité en matière d'emploi qui s'adressent aux ministères fédéraux et aux sociétés d'État. Il a également mis sur pied le Programme d'égalité de rémunération de Travail Canada, et il a voté la Loi sur le multiculturalisme. Le gouvernement a pris ces mesures pour favoriser la constitution d'une main-d'œuvre représentative dans les milieux de travail canadiens parce qu'il est persuadé que seuls un leadership et des mesures énergiques permettraient de corriger les inégalités existantes.

### La Loi sur l'équité en matière d'emploi

La Loi sur l'équité en matière d'emploi « a pour objet de réaliser l'égalité en milieu de travail de façon que nul ne se voie refuser d'avantages ou de chances en matière d'emploi pour des motifs étrangers à sa compétence . . . ». Dans la poursuite de cet objectif, la Loi cherche à éliminer les conditions qui nuisent aux chances des femmes, des autochtones, des personnes handicapées et des membres de minorités visibles sur le marché du travail.

La Loi exige des sociétés d'Etat et des employeurs se trouvant sous réglementation fédérale, qui comptent 100 salariés ou plus, qu'ils découvrent et suppriment les obstacles à l'emploi, qu'ils mettent en œuvre des plans et des programmes d'équité en matière d'emploi, qu'ils constituent une main-d'œuvre représentative et qu'ils soumettent annuellement un rapport sur les résultats qu'ils ont obtenus.

Pour le compte du Ministre, la Direction générale de l'équité en matière d'emploi, Emploi et Immigration Canada, reçoit les rapports des employeurs, les

Publié par les Affaires publiques et la Direction générale de l'Équité en matière d'Emploi

Pour de plus amples renseignements, veuillez vous adresser à :

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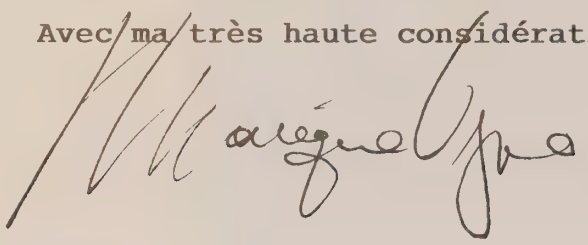
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L'équité en matière d'emploi ne peut se réaliser sans un engagement profond envers la réussite de sa mise en oeuvre et sans la détermination d'apporter des changements positifs au sein de la population active du Canada. Il est à espérer que cet engagement et cette détermination continueront à grandir dans les années à venir.

Avec ma très haute considération,



Ministre d'État
à l'Emploi et à l'Immigration

CANADA

Minister of State
for Employment and Immigration

A Son Excellence
Le Gouverneur général du Canada

Plaise à Votre Excellence,

J'ai le grand plaisir de déposer au Parlement le Rapport annuel 1989 sur la mise en oeuvre de l'équité en matière d'emploi.

Nous avons maintenant franchi une autre étape importante dans l'application de la Loi sur l'équité en matière d'emploi. Pour une deuxième année, les employeurs assujettis à la Loi et comptant un effectif de cent employés ou plus, ont déposé un rapport. Nous avons reçu 374 rapports faisant état de la situation de plus de 600,000 employés.

Ces rapports jouent un rôle important car ils indiquent le degré de réussite des activités déployées en vue d'assurer à tous les Canadiens des chances égales dans l'emploi et, plus particulièrement, aux membres des groupes désignés, notamment les femmes, les autochtones, les personnes handicapées et les membres des minorités visibles. Je suis heureuse de constater l'esprit de coopération dont ont fait preuve les employeurs et reconnais qu'ils ont certes fourni un effort de taille.

Les employeurs manifestent une nette volonté de participer activement aux mesures correctives nécessaires afin de s'assurer que les membres des groupes désignés soient traités équitablement sur le marché du travail. Ils ont mis en oeuvre des mesures spéciales et des initiatives qui répondent aux besoins spécifiques de leurs employés. Nous désirons reconnaître les efforts de ces employeurs qui contribuent grandement à créer un groupe de travailleurs plus représentatif.

Dans l'évaluation des progrès, il s'agit de se rappeler qu'il faudra du temps avant qu'on puisse constater des changements substantiels. Si l'on veut assurer la continuité des progrès en matière d'équité, il est important de continuer à éliminer systématiquement les obstacles à l'emploi. Nous devons donc déployer encore beaucoup d'efforts et fournir bien du travail avant que nous puissions nous déclarer satisfaits de la situation des membres des groupes désignés faisant partie de l'effectif visé par la Loi sur l'équité en matière d'emploi, et de la population active canadienne, en général.

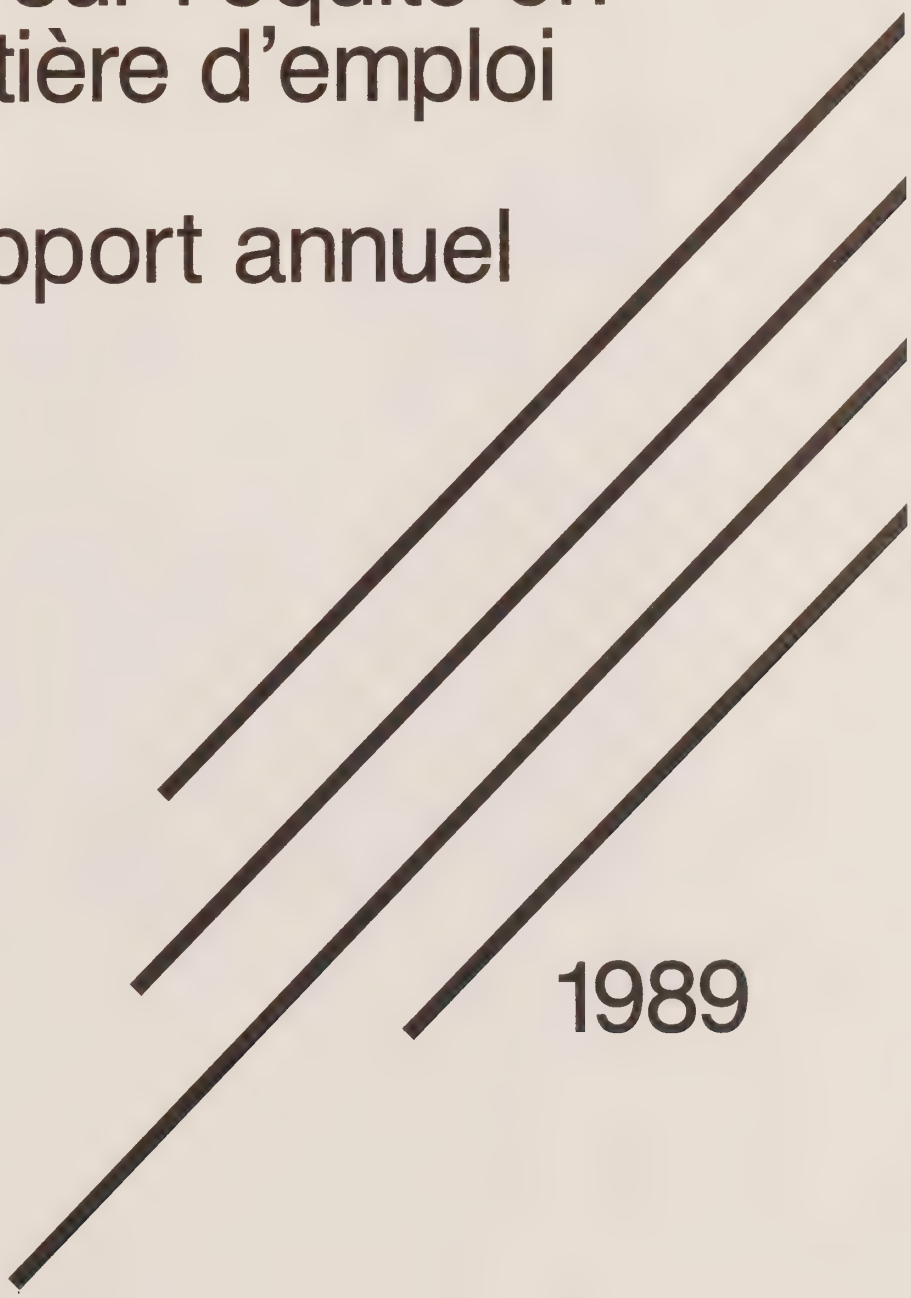
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Monique Vézina
Ministre d'État à l'Emploi et à l'immigration

# Loi sur l'équité en matière d'emploi

# Rapport annuel



1989

Emploi et Immigration Canada
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# Loi sur l'équité en matière d'emploi

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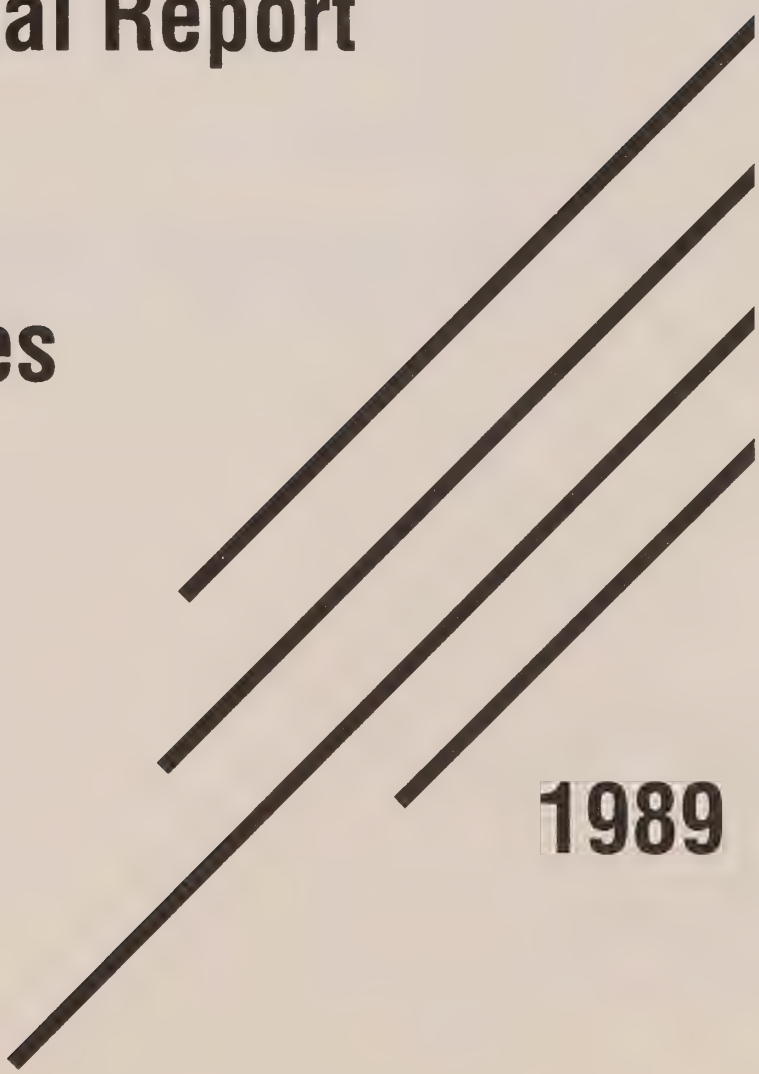
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# Consolidation of Data Reported by Employers Covered under the Employment Equity Act for the Year 1988

# Employment Equity Act
# Annual Report to Parliament 1989 : Tables

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# INTRODUCTION TO THE TABLES

Under Section 10 of the Employment Equity Act, the Minister is required to table in Parliament an analysis and a consolidation of the employers' reports received under the Act each year. The following tables represent the consolidation of the employers' reports for 1988. The consolidation brings together the employers' reports and presents them in tabular format. The analysis of these tables is presented in Volume One of the Minister's Report to Parliament. This is the second consecutive year that an analysis and consolidation of federally regulated employers' reports are available under the Employment Equity Act.

Additions and corrections to the first set of employers' reports submitted under the Employment Equity Act,[1] as well as more recent changes in data collection procedures on the part of employers, indicate that care should be exercised when comparisons are made between the figures given in this volume and those given in last year's consolidation. For instance, some occupational re-classification has occurred since the last reporting year and the response to self identification surveys has changed the number of people identifying themselves as members of designated groups.[2] Furthermore, the mix of employers included in this consolidation differs slightly with that included in the consolidation last year.[3]

There are 11 sets of tables included in this volume. Each set of tables presents the relevant information by employment status (permanent full-time, permanent part-time, and temporary ) and by industrial sector (Banking, Transportation, Communications and Others). In some cases, the information is further divided in to sub-sectors. For instance, a table on a Transportation sub-sector would cover air transportation.

Table 1 presents the regional and sectoral distribution of the employers included in the consolidation. Tables 2 and 3 present the regional and sectoral information for the designated groups. Tables 4 and 5 give occupational information on the designated groups. Table 6 presents the salary information for the designated groups, the information in Table 6 is used to calculate the average salaries used in Volume One of the Minister's Report to Parliament. Tables 7 and 8 present the information for hirings and terminations for each designated group and Table 9 presents the net effect of these two activities on designated groups. Table 10 gives the information on promotions for each designated group. Finally, Table 11 presents some information on the progress of the designated groups.

1 For a summary of the most significant of these changes, please refer to the fact sheet issued in May 1989, "Update on the Visible Minorities".

2 See "Notes on the Data".

3 See Appendix A in Volume One of the Minister's Report to Parliament for a complete listing of the employers included in the consolidation.

# NOTES ON DATA

On June 1, 1989, federally regulated employers and Crown corporations with 100 employees or more were required to submit their **second annual reports** under the Employment Equity Act. A total of 374 employers' reports were submitted to Employment and Immigration Canada. Due to reporting problems (late or problematic reports) and the schedule for the Employment Equity Act Annual Report, 372 or 99% of the employers' reports were included in the data base for the analysis and consolidation required under Section 10 of the Employment Equity Act. A total of 601,626 permanent full-time, permanent part-time and temporary employees were reported on for 1988.

## Key Concepts

### The Employer's Report

Employers are required to report according to six standard forms.[1] These forms contain the following information:

**Form 1** - identification of employer, summary statistics and the certification of accuracy

**Form 2** - the distribution of all employees by designated group, occupational category and salary quarters

**Form 3** - the distribution of all employees by designated group and salary range

**Form 4** - employees hired, categorized by designated group

**Form 5** - employees promoted, categorized by designated group

**Form 6** - employees terminated, categorized by designated group

Forms 2 to 6 are divided into three sets, set "A" for full-time employees, set "B" for part-time employees and set "C" for temporary employees. The forms for temporary employees are required only where temporary employees account for 20% or more of the employer's work force. Employers must submit the forms for each industrial sector where there are 1000 or more employees and for each province and each designated Census Metropolitan Area[2] in which they employ 100 or more employees. At the Census Metropolitan Area level, only forms 2A and 2B are required.

The figures used in the consolidation are derived directly from employers' reports. Adjustments have not been made to the information supplied by the employers unless they have given their express agreement. In some instances, the accumulation of small errors in an employer's report has led to inconsistencies between the total employees reported on Forms 2 and Forms 3. In other cases, there are inconsistencies in the number of men and women reported on a form and the totals. These inconsistencies have been left unadjusted.

## Voluntary Self Identification

The Employment Equity Act requires employers to report employees as aboriginal peoples, persons with disabilities, or members of visible minorities, only if the employees have voluntarily identified themselves as such, or have agreed to be so identified by the employer. Therefore, the number of employees reported in these three groups may not be the actual number of designated group members employed. Employees may not wish to identify themselves as members of a designated group.

## Occupational Groups

In order to fulfill their reporting requirements, employers were required to categorize their employee data by occupational category on form 2 (distribution of employees), form 4 (employees hired), form 5 (employees promoted) and form 6 (employees terminated). The 12 occupational groups used by the employers were specified by the employment equity legislation and are related to the classification system used by Statistics Canada in collecting its labour force data. The twelve groups are: Upper-level Managers; Middle and Other Managers; Professionals; Semi-Professionals and Technicians; Supervisors; Foremen/Women; Clerical Workers; Sales Workers; Service Workers; Skilled Crafts and Trades Workers; Semi-skilled Manual Workers; and Other Manual Workers.[3]

## Industrial Sectors

Employers covered under the Act were grouped according to the Standard Industrial Classification: 1980 published by Statistics Canada. There are three major industrial sectors: Banking, Transportation and Communications, corresponding to three of the major groups of the Standard Industrial Classification. The fourth industrial sector in the analysis is an aggregation of the employers which did not fall into the above sectors. This grouping of employers is referred to in this report as Others. It includes companies involved in several dissimilar sectors.[4] Since this group of companies is not as homogeneous as companies in the other sectors, the reported results are more difficult to interpret.

The grouping of employers into broad industrial sectors allows comparisons to be made in the analysis between the industrial sector data as reported under the Employment Equity Act and data already collected by Statistics Canada. In some cases (such as Banking) the entire sector is under federal jurisdiction while in others (such as Transportation) only a portion of the section is under federal jurisdiction. In this latter case the use of Standard Industrial Classification (SIC) codes reported by employers makes it possible to configure Statistics Canada data in such a way as to allow for comparisons.

## Notes

1. Information on how to obtain copies of the legislation, including Forms 1-6, is available from:

   Resource Centre
   Employment Equity Branch
   Employment and Immigration Canada
   Ottawa, Ontario
   K1A 0J9

2. The 8 designated Census Metropolitan Areas (CMA's) are:

   Calgary, Alberta
   Edmonton, Alberta
   Halifax, Nova Scotia
   Montreal, Quebec
   Regina, Saskatchewan
   Toronto, Ontario
   Vancouver, British Columbia
   Winnipeg, Manitoba

For more information refer to: "Schedule 1", Employment Equity Act and Reporting Requirements, July 1986 and "Technical Reference Paper No. 1: Geographic Location Maps for Employment Equity Reports", August 1986.

3. For more information on the classification of Occupational Groups refer to: "Schedule III", Employment Equity Act and Reporting Requirements, July 1986 and "Technical Reference Paper No. 3: Occupational Groups for Employment Equity reports", August 1986.

4. The following is a list of industrial sectors grouped in the Others sector:

- Metal Mines
- Coal Mines
- Crude Petroleum and Natural Gas
- Services Incidental to Crude Petroleum and Natural Gas
- Meat and Poultry Industries
- Fish Products Industry
- Flour, Prepared Cereal Foods and Feed Industry
- Vegetable Oil Mills
- Stamped, Pressed and Coated Metal Products Industries
- Shipbuilding and Repair Industry
- Project Management Construction
- Other Services Incidental to Construction
- Grain Elevators Industry
- Other Storage and Warehousing Industries
- Farm Products, Wholesale
- Business Financing Companies
- Architectural, Engineering and Other Scientific and Technical Services
- Other Business Services
- Foreign Affairs and International Assistance
- Human Resource Administration
- Economic Services Administration
- Theatrical and Other Staged Entertainment Services
- Business Associated

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## Table 1.1

### EMPLOYERS BY INDUSTRIAL SECTOR AND LOCATION OF HEAD OFFICE

| Provinces and Territories | Banking Sector | Transportation Sector | Communications Sector | Other Sectors Covered Under the Act | All Sectors |
|---|---|---|---|---|---|
| **Ontario** | 15 | 78 | 44 | 22 | **159** |
| **Quebec** | 7 | 46 | 12 | 4 | **69** |
| **Nova Scotia** | 0 | 2 | 0 | 2 | **4** |
| **New Brunswick** | 0 | 9 | 1 | 0 | **10** |
| **Manitoba** | 0 | 13 | 4 | 14 | **31** |
| **British Columbia** | 1 | 20 | 9 | 5 | **35** |
| **Prince Edward Island** | 0 | 3 | 0 | 0 | **3** |
| **Saskatchewan** | 0 | 3 | 7 | 4 | **14** |
| **Alberta** | 1 | 24 | 9 | 2 | **36** |
| **Newfoundland** | 0 | 4 | 1 | 2 | **7** |
| **Yukon** | 0 | 2 | 1 | 0 | **3** |
| **Northwest Territories** | 0 | 1 | 0 | 0 | **1** |
| **Canada** | **24** | **205** | **88** | **55** | **372** |

## Tables 2.1

### MEMBERS OF DESIGNATED GROUPS BY SEX AND PROVINCE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Provinces and Territories | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Ontario | **250,688** | 136,953 | 113,734 | **1,719** | 927 | 792 | **4,231** | 2,565 | 1,666 | **20,931** | 8,751 | 12,191 |
| Québec | **127,009** | 74,658 | 52,350 | **502** | 290 | 212 | **1,566** | 1,056 | 510 | **3,488** | 1,772 | 1,719 |
| Nova Scotia | **16,675** | 10,791 | 5,883 | **79** | 42 | 37 | **534** | 430 | 104 | **241** | 114 | 127 |
| New Brunswick | **11,521** | 7,614 | 3,907 | **54** | 27 | 27 | **248** | 180 | 68 | **126** | 69 | 57 |
| Manitoba | **32,821** | 22,485 | 10,334 | **451** | 333 | 118 | **653** | 475 | 178 | **1,022** | 661 | 361 |
| British Columbia | **76,318** | 44,039 | 32,279 | **623** | 405 | 218 | **1,483** | 958 | 525 | **5,481** | 2,371 | 3,114 |
| Prince Edward Island | **1,448** | 889 | 559 | **2** | 1 | 1 | **26** | 10 | 16 | **14** | 5 | 9 |
| Saskatchewan | **18,280** | 11,790 | 6,608 | **265** | 207 | 58 | **350** | 228 | 122 | **250** | 137 | 113 |
| Alberta | **43,907** | 24,047 | 19,860 | **309** | 171 | 138 | **941** | 541 | 400 | **1,929** | 802 | 1,127 |
| Newfoundland | **6,776** | 4,120 | 2,656 | **34** | 19 | 15 | **75** | 50 | 25 | **49** | 14 | 35 |
| Yukon | **514** | 358 | 156 | **23** | 16 | 7 | **3** | 2 | 1 | **7** | 5 | 2 |
| Northwest Territories | **1,033** | 790 | 243 | **117** | 73 | 44 | **11** | 7 | 4 | **29** | 26 | 3 |
| Canada | **601,626** | **348,193** | **253,426** | **4,364** | **2,630** | **1,734** | **10,289** | **6,626** | **3,663** | **34,232** | **15,091** | **19,155** |

* The total for Canada is not equal to the sum of the Provincial totals.

## Tables 2.2

### MEMBERS OF DESIGNATED GROUPS BY SEX AND CENSUS METROPOLITAN AREA

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Census Metropolitan Areas** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Calgary** | **16,516** | 8,645 | 7,871 | **90** | 41 | 49 | **351** | 192 | 159 | **971** | 407 | 564 |
| **Edmonton** | **14,566** | 7,909 | 6,657 | **94** | 58 | 36 | **355** | 220 | 135 | **675** | 293 | 381 |
| **Halifax** | **7,992** | 4,639 | 3,353 | **42** | 22 | 20 | **140** | 74 | 66 | **169** | 77 | 92 |
| **Montreal** | **92,179** | 54,921 | 37,258 | **313** | 190 | 123 | **1,187** | 805 | 382 | **2,948** | 1,516 | 1,432 |
| **Regina** | **4,420** | 2,423 | 1,997 | **18** | 9 | 9 | **96** | 59 | 37 | **72** | 34 | 38 |
| **Toronto** | **132,163** | 68,108 | 64,051 | **721** | 313 | 408 | **2,042** | 1,133 | 909 | **18,364** | 7,292 | 11,083 |
| **Vancouver** | **52,594** | 30,418 | 22,176 | **311** | 182 | 129 | **977** | 636 | 341 | **4,908** | 2,067 | 2,845 |
| **Winnipeg** | **23,542** | 15,500 | 8,042 | **226** | 150 | 76 | **435** | 303 | 132 | **810** | 499 | 311 |

## Table 3.1

### MEMBERS OF DESIGNATED GROUPS IN THE BANKING SECTOR BY SEX AND SUB-SECTOR

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Industrial Sector** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Central bank** | **2,291** | 1,105 | 1,186 | **18** | 9 | 9 | **51** | 29 | 22 | **119** | 67 | 52 |
| **Chartered bank and other banking type intermediaries** | **173,078** | 40,837 | 132,241 | **945** | 119 | 826 | **3,498** | 1,098 | 2,400 | **18,297** | 4,712 | 13,585 |
| **Banking sector** | **175,369** | **41,942** | **133,427** | **963** | **128** | **835** | **3,549** | **1,127** | **2,422** | **18,416** | **4,779** | **13,637** |

## Table 3.2

### MEMBERS OF DESIGNATED GROUPS IN THE COMMUNICATIONS SECTOR BY SEX AND SUB-SECTOR

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Telecommunications broadcasting** | **33,190** | 21,210 | 11,980 | **161** | 104 | 57 | **411** | 317 | 94 | **997** | 615 | 382 |
| **Telecommunications carriers** | **73,080** | 38,384 | 34,696 | **380** | 176 | 204 | **803** | 498 | 305 | **3,559** | 1,894 | 1,665 |
| **Postal and courier service** | **67,504** | 43,005 | 24,505 | **552** | 284 | 268 | **1,173** | 842 | 331 | **3,123** | 1,879 | 1,244 |
| **Communications sector** | **173,774** | **102,599** | **71,181** | **1,093** | **564** | **529** | **2,387** | **1,657** | **730** | **7,679** | **4,388** | **3,291** |

## Table 3.3

### MEMBERS OF DESIGNATED GROUPS IN THE TRANSPORTATION SECTOR BY SEX AND SUB-SECTOR

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Industrial Sector | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Air transport | 54,372 | 33,547 | 20,823 | 284 | 179 | 105 | 549 | 400 | 149 | 2,594 | 1,580 | 1,016 |
| Services incidental to air transportation | 2,280 | 1,746 | 531 | 3 | 1 | 2 | 38 | 33 | 5 | 67 | 61 | 17 |
| Railway transportation and related services | 78,352 | 71,542 | 6,810 | 673 | 626 | 47 | 1,411 | 1,319 | 92 | 2,258 | 1,951 | 307 |
| Water transportation | 10,052 | 8,787 | 1,267 | 167 | 127 | 40 | 169 | 155 | 14 | 385 | 327 | 58 |
| Services incidental to water transportation | 10,798 | 10,119 | 679 | 152 | 147 | 5 | 222 | 210 | 12 | 224 | 191 | 33 |
| Truck transportation | 38,872 | 33,126 | 5,736 | 351 | 312 | 39 | 481 | 421 | 60 | 639 | 488 | 151 |
| Public passenger transit systems | 7,355 | 5,914 | 1,441 | 94 | 81 | 13 | 261 | 238 | 23 | 271 | 202 | 69 |
| Other services incidental to transportation | 2,913 | 1,975 | 938 | 18 | 7 | 11 | 15 | 5 | 10 | 118 | 72 | 46 |
| Pipeline transportation industries | 3,271 | 2,639 | 632 | 39 | 34 | 5 | 133 | 122 | 11 | 192 | 125 | 67 |
| Transportation sector | 208,265 | 169,395 | 38,857 | 1,781 | 1,514 | 267 | 3,279 | 2,903 | 376 | 6,748 | 4,997 | 1,764 |

## Table 3.4

### MEMBERS OF DESIGNATED GROUPS IN THE OTHER SECTORS BY SEX AND SUB-SECTOR

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Industrial Sector** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Metal mines** | **7,943** | 7,312 | 631 | **277** | 250 | 27 | **157** | 147 | 10 | **126** | 118 | 8 |
| **Coal mines** | **3,312** | 3,236 | 76 | **7** | 7 | 0 | **296** | 295 | 1 | **13** | 12 | 1 |
| **Crude petroleum and natural gas** | **250** | 233 | 17 | **5** | 5 | 0 | **2** | 2 | 0 | **10** | 10 | 0 |
| **Services incidental to crude petroleum and natural gas** | **67** | 64 | 3 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Meat and poultry products industries** | **966** | 596 | 370 | **1** | 1 | 0 | **5** | 5 | 0 | **24** | 7 | 17 |
| **Fish products industries** | **357** | 179 | 178 | **22** | 12 | 10 | **11** | 4 | 7 | **17** | 10 | 7 |
| **Flour, prepared cereal food and feed** | **2,515** | 2,205 | 310 | **16** | 15 | 1 | **58** | 55 | 3 | **108** | 93 | 15 |
| **Vegetable oil mills** | **426** | 350 | 76 | **2** | 2 | 0 | **6** | 6 | 0 | **7** | 5 | 2 |
| **Stamped, pressed and coated metal products** | **719** | 514 | 205 | **12** | 11 | 1 | **33** | 28 | 5 | **28** | 23 | 5 |
| **Shipbuilding and repair industry** | **507** | 489 | 18 | **0** | 0 | 0 | **6** | 6 | 0 | **0** | 0 | 0 |
| **Project management, construction** | **203** | 144 | 59 | **1** | 1 | 0 | **7** | 7 | 0 | **4** | 2 | 2 |

## Table 3.4 (Cont'd)

### MEMBERS OF DESIGNATED GROUPS IN THE OTHER SECTORS BY SEX AND SUB-SECTOR

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Industrial Sector** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Other services incidental to Construction** | **266** | 131 | 135 | **0** | 0 | 0 | **5** | 1 | 4 | **18** | 5 | 13 |
| **Grain elevators** | **9,660** | 8,148 | 1,512 | **70** | 60 | 10 | **189** | 168 | 21 | **111** | 65 | 46 |
| **Farm products, wholesale** | **535** | 261 | 274 | **6** | 5 | 1 | **10** | 5 | 5 | **26** | 12 | 14 |
| **Business financing companies** | **2,401** | 1,230 | 1,171 | **5** | 2 | 3 | **28** | 17 | 11 | **96** | 42 | 54 |
| **Architectural, engineering and other Scientific and technical services** | **5,002** | 3,932 | 1,070 | **16** | 13 | 3 | **149** | 126 | 23 | **283** | 247 | 36 |
| **Other business services** | **3,255** | 2,179 | 1,076 | **37** | 13 | 24 | **18** | 14 | 4 | **280** | 153 | 128 |
| **Foreign affairs and international assistance** | **464** | 206 | 258 | **2** | 0 | 2 | **3** | 2 | 1 | **45** | 27 | 18 |
| **Human resources administration** | **1,600** | 970 | 630 | **13** | 10 | 3 | **18** | 15 | 3 | **25** | 17 | 8 |
| **Economic services administration** | **2,794** | 1,280 | 1,514 | **35** | 17 | 18 | **65** | 31 | 34 | **145** | 66 | 79 |
| **Theatrical and other stage entertainment services** | **834** | 544 | 290 | **0** | 0 | 0 | **8** | 5 | 3 | **12** | 9 | 3 |
| **Business associations** | **142** | 54 | 88 | **0** | 0 | 0 | **0** | 0 | 0 | **10** | 3 | 7 |
| **Other employers covered under the Act** | **44,218** | **34,257** | **9,961** | **527** | **424** | **103** | **1,074** | **939** | **135** | **1,389** | **927** | **463** |

## Table 4.1

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | **4,949** | 4,669 | 280 | **11** | 10 | 1 | **81** | 79 | 2 | **114** | 106 | 8 |
| Middle or other managers | **77,736** | 50,421 | 27,315 | **347** | 186 | 161 | **1,304** | 985 | 319 | **3,897** | 2,217 | 1,680 |
| Professionals | **29,636** | 17,546 | 12,090 | **94** | 49 | 45 | **492** | 319 | 173 | **3,617** | 2,331 | 1,286 |
| Semi-professionals and technicians | **29,629** | 24,402 | 5,227 | **137** | 116 | 21 | **443** | 385 | 58 | **877** | 703 | 175 |
| Supervisors | **19,920** | 8,782 | 11,138 | **114** | 38 | 76 | **387** | 179 | 208 | **1,515** | 491 | 1,024 |
| Foremen/women | **13,072** | 12,775 | 291 | **161** | 158 | 3 | **272** | 271 | 1 | **261** | 251 | 10 |
| Clerical workers | **177,824** | 48,432 | 129,392 | **1,250** | 307 | 943 | **3,328** | 1,160 | 2,168 | **14,902** | 3,266 | 11,636 |
| Sales workers | **14,828** | 7,482 | 7,346 | **82** | 37 | 45 | **173** | 106 | 67 | **536** | 254 | 282 |
| Service workers | **14,230** | 6,154 | 8,074 | **121** | 62 | 59 | **148** | 101 | 47 | **645** | 361 | 286 |
| Skilled crafts and trades workers | **57,601** | 56,745 | 862 | **418** | 408 | 10 | **1,137** | 1,126 | 11 | **2,418** | 2,375 | 43 |
| Semi-skilled manual workers | **63,141** | 61,615 | 1,524 | **719** | 693 | 26 | **1,075** | 1,056 | 19 | **1,149** | 1,105 | 44 |
| Other manual workers | **28,900** | 27,536 | 1,361 | **438** | 410 | 28 | **642** | 626 | 16 | **706** | 639 | 67 |
| Total number of employees | **531,466** | **326,559** | **204,900** | **3,892** | **2,474** | **1,418** | **9,482** | **6,393** | **3,089** | **30,637** | **14,099** | **16,541** |

## Table 4.2

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 471 | 41 | 430 | 1 | 0 | 1 | 9 | 2 | 7 | 29 | 4 | 25 |
| Professionals | 352 | 66 | 286 | 0 | 0 | 0 | 5 | 0 | 5 | 13 | 5 | 8 |
| Semi-professionals and technicians | 1,356 | 939 | 417 | 6 | 4 | 2 | 14 | 9 | 5 | 20 | 10 | 10 |
| Supervisors | 396 | 111 | 285 | 4 | 1 | 3 | 2 | 0 | 2 | 26 | 11 | 15 |
| Foremen/women | 9 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Clerical workers | 44,469 | 5,187 | 39,280 | 276 | 27 | 249 | 615 | 106 | 509 | 2,656 | 464 | 2,192 |
| Sales workers | 3,426 | 604 | 2,822 | 23 | 6 | 17 | 27 | 5 | 22 | 155 | 49 | 106 |
| Service workers | 1,727 | 1,037 | 691 | 8 | 3 | 5 | 12 | 8 | 4 | 87 | 51 | 36 |
| Skilled crafts and trades workers | 725 | 637 | 89 | 7 | 7 | 0 | 3 | 3 | 0 | 25 | 23 | 2 |
| Semi-skilled manual workers | 4,165 | 3,554 | 611 | 40 | 35 | 5 | 39 | 38 | 1 | 124 | 98 | 26 |
| Other manual workers | 4,059 | 3,580 | 479 | 24 | 21 | 3 | 24 | 18 | 6 | 216 | 185 | 42 |
| Total number of employees | 61,162 | 15,772 | 45,390 | 389 | 104 | 285 | 750 | 189 | 561 | 3,352 | 901 | 2,462 |

## Table 4.3

### MEMBERS OF DESIGNATED GROUPS IN TEMPORARY EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Middle or other managers** | **215** | 124 | 91 | **1** | 1 | 0 | **1** | 1 | 0 | **2** | 1 | 1 |
| **Professionals** | **1,326** | 730 | 596 | **4** | 0 | 4 | **3** | 1 | 2 | **21** | 10 | 11 |
| **Semi-professionals and technicians** | **1,090** | 549 | 541 | **10** | 7 | 3 | **8** | 7 | 1 | **13** | 6 | 7 |
| **Supervisors** | **23** | 14 | 9 | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Foremen/women** | **45** | 42 | 3 | **0** | 0 | 0 | **1** | 1 | 0 | **1** | 1 | 0 |
| **Clerical workers** | **1,574** | 271 | 1,303 | **9** | 0 | 9 | **10** | 4 | 6 | **152** | 28 | 124 |
| **Sales workers** | **57** | 31 | 26 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 0 | 1 |
| **Service workers** | **459** | 319 | 140 | **2** | 1 | 1 | **3** | 2 | 1 | **4** | 4 | 0 |
| **Skilled crafts and trades workers** | **346** | 322 | 24 | **4** | 4 | 0 | **5** | 5 | 0 | **4** | 4 | 0 |
| **Semi-skilled manual workers** | **973** | 878 | 95 | **9** | 9 | 0 | **7** | 7 | 0 | **12** | 11 | 1 |
| **Other manual workers** | **2,889** | 2,581 | 308 | **43** | 29 | 14 | **19** | 16 | 3 | **33** | 26 | 7 |
| **Total number of employees** | **8,998** | **5,862** | **3,136** | **83** | **52** | **31** | **57** | **44** | **13** | **243** | **91** | **152** |

## Table 4.4

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **1,443** | 1,379 | 64 | **1** | 1 | 0 | **36** | 35 | 1 | **55** | 54 | 1 |
| **Middle or other managers** | **36,890** | 21,352 | 15,538 | **111** | 44 | 67 | **739** | 535 | 204 | **2,540** | 1,267 | 1,273 |
| **Professionals** | **16,184** | 7,134 | 9,050 | **49** | 12 | 37 | **314** | 161 | 153 | **2,143** | 1,155 | 988 |
| **Semi-professionals and technicians** | **1,552** | 537 | 1,015 | **5** | 0 | 5 | **33** | 16 | 17 | **104** | 55 | 49 |
| **Supervisors** | **9,131** | 1,180 | 7,951 | **53** | 4 | 49 | **219** | 45 | 174 | **1,108** | 201 | 907 |
| **Foremen/women** | **64** | 62 | 2 | **0** | 0 | 0 | **1** | 1 | 0 | **4** | 4 | 0 |
| **Clerical workers** | **77,886** | 6,980 | 70,906 | **559** | 50 | 509 | **1,689** | 239 | 1,450 | **10,245** | 1,631 | 8,614 |
| **Sales workers** | **491** | 262 | 229 | **4** | 4 | 0 | **7** | 4 | 3 | **40** | 15 | 25 |
| **Service workers** | **417** | 352 | 65 | **4** | 4 | 0 | **18** | 15 | 3 | **38** | 25 | 13 |
| **Skilled crafts and trades workers** | **295** | 254 | 41 | **1** | 1 | 0 | **8** | 7 | 1 | **34** | 33 | 1 |
| **Semi-skilled manual workers** | **136** | 129 | 7 | **1** | 1 | 0 | **3** | 3 | 0 | **13** | 12 | 1 |
| **Other manual workers** | **292** | 256 | 36 | **3** | 2 | 1 | **14** | 14 | 0 | **18** | 14 | 4 |
| **Total number of employees** | **144,781** | **39,877** | **104,904** | **791** | **123** | **668** | **3,081** | **1,075** | **2,006** | **16,342** | **4,466** | **11,876** |

## Table 4.5

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 404 | 30 | 374 | 1 | 0 | 1 | 9 | 2 | 7 | 28 | 4 | 24 |
| Professionals | 256 | 35 | 221 | 0 | 0 | 0 | 5 | 0 | 5 | 6 | 2 | 4 |
| Semi-professionals and technicians | 65 | 7 | 58 | 0 | 0 | 0 | 2 | 0 | 2 | 1 | 1 | 0 |
| Supervisors | 232 | 17 | 215 | 3 | 1 | 2 | 2 | 0 | 2 | 13 | 1 | 12 |
| Foremen/women | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 28,944 | 1,876 | 27,068 | 162 | 3 | 159 | 442 | 49 | 393 | 1,898 | 283 | 1,615 |
| Sales workers | 19 | 8 | 11 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Service workers | 34 | 14 | 20 | 0 | 0 | 0 | 4 | 1 | 3 | 4 | 3 | 1 |
| Skilled crafts and trades workers | 16 | 9 | 7 | 1 | 1 | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| Semi-skilled manual workers | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other manual workers | 26 | 20 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees | 29,997 | 2,017 | 27,980 | 167 | 5 | 162 | 465 | 52 | 413 | 1,953 | 295 | 1,658 |

## Table 4.6

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **1,645** | 1,571 | 74 | **5** | 5 | 0 | **21** | 20 | 1 | **28** | 25 | 3 |
| **Middle or other managers** | **10,623** | 9,309 | 1,314 | **41** | 37 | 4 | **163** | 146 | 17 | **299** | 254 | 45 |
| **Professionals** | **3,728** | 2,931 | 797 | **7** | 6 | 1 | **47** | 43 | 4 | **352** | 253 | 99 |
| **Semi-professionals and technicians** | **11,190** | 10,370 | 820 | **48** | 48 | 0 | **156** | 145 | 11 | **253** | 215 | 38 |
| **Supervisors** | **4,465** | 3,141 | 1,324 | **22** | 12 | 10 | **64** | 50 | 14 | **140** | 94 | 46 |
| **Foremen/women** | **9,799** | 9,598 | 195 | **130** | 130 | 0 | **190** | 189 | 1 | **201** | 193 | 8 |
| **Clerical workers** | **25,506** | 10,629 | 14,877 | **157** | 55 | 102 | **465** | 267 | 198 | **1,331** | 464 | 867 |
| **Sales workers** | **9,575** | 4,812 | 4,763 | **62** | 30 | 32 | **119** | 78 | 41 | **338** | 158 | 180 |
| **Service workers** | **12,428** | 5,002 | 7,424 | **80** | 43 | 37 | **111** | 72 | 39 | **447** | 257 | 192 |
| **Skilled crafts and trades workers** | **32,343** | 32,087 | 256 | **255** | 252 | 3 | **676** | 674 | 2 | **1,624** | 1,605 | 19 |
| **Semi-skilled manual workers** | **52,101** | 51,020 | 1,079 | **527** | 511 | 16 | **811** | 796 | 15 | **871** | 841 | 30 |
| **Other manual workers** | **18,982** | 18,464 | 515 | **330** | 307 | 23 | **359** | 355 | 4 | **423** | 389 | 34 |
| **Total number of employees** | **192,385** | **158,934** | **33,438** | **1,664** | **1,436** | **228** | **3,182** | **2,835** | **347** | **6,307** | **4,748** | **1,561** |

## Table 4.7

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 13 | 5 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 22 | 9 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 1 |
| Semi-professionals and technicians | 30 | 24 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Supervisors | 19 | 6 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women | 8 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 1,719 | 391 | 1,326 | 13 | 4 | 9 | 18 | 9 | 9 | 70 | 20 | 50 |
| Sales workers | 2,798 | 418 | 2,380 | 22 | 6 | 16 | 21 | 4 | 17 | 109 | 25 | 84 |
| Service workers | 677 | 338 | 340 | 4 | 2 | 2 | 3 | 3 | 0 | 38 | 22 | 16 |
| Skilled crafts and trades workers | 155 | 133 | 23 | 0 | 0 | 0 | 1 | 1 | 0 | 8 | 7 | 1 |
| Semi-skilled manual workers | 3,266 | 2,790 | 476 | 36 | 31 | 5 | 19 | 19 | 0 | 72 | 62 | 10 |
| Other manual workers | 3,012 | 2,733 | 279 | 12 | 12 | 0 | 14 | 13 | 1 | 91 | 75 | 27 |
| Total number of employees | 11,726 | 6,862 | 4,864 | 87 | 55 | 32 | 76 | 49 | 27 | 391 | 213 | 189 |

## Table 4.8

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE AIR TRANSPORTATION SUB-SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 505 | 470 | 35 | 3 | 3 | 0 | 6 | 6 | 0 | 10 | 9 | 1 |
| Middle or other managers | 2,930 | 2,262 | 668 | 10 | 8 | 2 | 35 | 32 | 3 | 110 | 82 | 28 |
| Professionals | 883 | 658 | 225 | 2 | 2 | 0 | 9 | 8 | 1 | 93 | 65 | 28 |
| Semi-professionals and technicians | 6,128 | 5,946 | 182 | 22 | 22 | 0 | 45 | 43 | 2 | 89 | 81 | 8 |
| Supervisors | 1,505 | 933 | 572 | 7 | 4 | 3 | 12 | 7 | 5 | 64 | 40 | 24 |
| Foremen/women | 1,748 | 1,660 | 88 | 9 | 9 | 0 | 18 | 18 | 0 | 58 | 52 | 6 |
| Clerical workers | 6,523 | 1,901 | 4,622 | 27 | 7 | 20 | 86 | 35 | 51 | 517 | 120 | 397 |
| Sales workers | 6,783 | 2,727 | 4,056 | 50 | 20 | 30 | 86 | 49 | 37 | 289 | 119 | 170 |
| Service workers | 9,315 | 2,361 | 6,952 | 34 | 13 | 21 | 44 | 14 | 30 | 286 | 107 | 181 |
| Skilled crafts and trades workers | 7,487 | 7,312 | 175 | 43 | 41 | 2 | 98 | 96 | 2 | 581 | 572 | 9 |
| Semi-skilled manual workers | 5,216 | 4,979 | 237 | 22 | 21 | 1 | 68 | 67 | 1 | 178 | 166 | 12 |
| Other manual workers | 846 | 754 | 92 | 18 | 11 | 7 | 16 | 14 | 2 | 79 | 58 | 21 |
| Total number of employees | 49,869 | 31,963 | 17,904 | 247 | 161 | 86 | 523 | 389 | 134 | 2,354 | 1,471 | 885 |

## Table 4.9

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE RAILWAY TRANSPORTATION SUB-SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **282** | 272 | 10 | **0** | 0 | 0 | **2** | 2 | 0 | **2** | 2 | 0 |
| **Middle or other managers** | **4,522** | 4,178 | 344 | **17** | 16 | 1 | **65** | 58 | 7 | **116** | 106 | 10 |
| **Professionals** | **1,490** | 1,197 | 293 | **3** | 3 | 0 | **17** | 16 | 1 | **127** | 92 | 35 |
| **Semi-professionals and technicians** | **3,903** | 3,367 | 536 | **15** | 15 | 0 | **75** | 70 | 5 | **119** | 93 | 26 |
| **Supervisors** | **1,287** | 1,091 | 196 | **8** | 6 | 2 | **22** | 21 | 1 | **38** | 34 | 4 |
| **Foremen/women** | **5,505** | 5,465 | 40 | **99** | 99 | 0 | **99** | 98 | 1 | **102** | 101 | 1 |
| **Clerical workers** | **10,296** | 6,402 | 3,894 | **60** | 32 | 28 | **225** | 161 | 64 | **397** | 205 | 192 |
| **Sales workers** | **1,350** | 962 | 388 | **4** | 4 | 0 | **21** | 18 | 3 | **31** | 23 | 8 |
| **Service workers** | **2,210** | 1,898 | 312 | **26** | 23 | 3 | **44** | 39 | 5 | **135** | 126 | 9 |
| **Skilled crafts and trades workers** | **18,973** | 18,928 | 45 | **139** | 139 | 0 | **410** | 410 | 0 | **788** | 786 | 2 |
| **Semi-skilled manual workers** | **20,629** | 20,350 | 279 | **179** | 176 | 3 | **301** | 299 | 2 | **212** | 210 | 2 |
| **Other manual workers** | **6,561** | 6,338 | 223 | **117** | 109 | 8 | **124** | 124 | 0 | **162** | 156 | 6 |
| **Total number of employees** | **77,008** | **70,448** | **6,560** | **667** | **622** | **45** | **1,405** | **1,316** | **89** | **2,229** | **1,934** | **295** |

## Table 4.10

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE WATER TRANSPORTATION SUB-SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 120 | 117 | 3 | 1 | 1 | 0 | 2 | 2 | 0 | 5 | 4 | 1 |
| Middle or other managers | 486 | 456 | 30 | 5 | 5 | 0 | 2 | 2 | 0 | 17 | 17 | 0 |
| Professionals | 221 | 194 | 27 | 0 | 0 | 0 | 2 | 2 | 0 | 19 | 17 | 2 |
| Semi-professionals and technicians | 330 | 315 | 15 | 2 | 2 | 0 | 4 | 4 | 0 | 3 | 3 | 0 |
| Supervisors | 269 | 199 | 70 | 2 | 2 | 0 | 3 | 2 | 1 | 14 | 7 | 7 |
| Foremen/women | 236 | 230 | 6 | 1 | 1 | 0 | 18 | 18 | 0 | 3 | 3 | 0 |
| Clerical workers | 930 | 364 | 566 | 17 | 3 | 14 | 18 | 11 | 7 | 58 | 19 | 39 |
| Sales workers | 68 | 51 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 0 |
| Service workers | 439 | 348 | 91 | 17 | 5 | 12 | 13 | 10 | 3 | 11 | 9 | 2 |
| Skilled crafts and trades workers | 2,344 | 2,339 | 5 | 37 | 37 | 0 | 58 | 58 | 0 | 139 | 139 | 0 |
| Semi-skilled manual workers | 2,435 | 2,307 | 128 | 43 | 36 | 7 | 25 | 23 | 2 | 95 | 88 | 7 |
| Other manual workers | 572 | 561 | 11 | 36 | 32 | 4 | 8 | 8 | 0 | 6 | 6 | 0 |
| Total number of employees | 8,450 | 7,481 | 969 | 161 | 124 | 37 | 153 | 140 | 13 | 373 | 315 | 58 |

## Table 4.11

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE SERVICES INCIDENTAL TO WATER TRANSPORTATION SUB-SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 125 | 120 | 5 | 0 | 0 | 0 | 2 | 2 | 0 | 3 | 2 | 1 |
| Middle or other managers | 296 | 263 | 33 | 0 | 0 | 0 | 8 | 6 | 2 | 8 | 7 | 1 |
| Professionals | 123 | 94 | 29 | 0 | 0 | 0 | 3 | 3 | 0 | 15 | 11 | 4 |
| Semi-professionals and technicians | 122 | 113 | 9 | 3 | 3 | 0 | 3 | 3 | 0 | 5 | 5 | 0 |
| Supervisors | 116 | 95 | 21 | 0 | 0 | 0 | 1 | 1 | 0 | 3 | 2 | 1 |
| Foremen/women | 608 | 605 | 3 | 5 | 5 | 0 | 11 | 11 | 0 | 9 | 9 | 0 |
| Clerical workers | 761 | 285 | 476 | 2 | 1 | 1 | 17 | 8 | 9 | 31 | 11 | 20 |
| Sales workers | 15 | 10 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers | 216 | 198 | 18 | 1 | 1 | 0 | 1 | 1 | 0 | 7 | 7 | 0 |
| Skilled crafts and trades workers | 1,313 | 1,312 | 1 | 8 | 8 | 0 | 20 | 20 | 0 | 33 | 33 | 0 |
| Semi-skilled manual workers | 529 | 528 | 1 | 8 | 8 | 0 | 19 | 19 | 0 | 5 | 5 | 0 |
| Other manual workers | 6,307 | 6,272 | 35 | 115 | 113 | 2 | 135 | 135 | 0 | 99 | 94 | 5 |
| Total number of employees | 10,531 | 9,895 | 636 | 142 | 139 | 3 | 220 | 209 | 11 | 218 | 186 | 32 |

## Table 4.12

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE TRUCK TRANSPORTATION SUB-SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 399 | 388 | 11 | 1 | 1 | 0 | 3 | 3 | 0 | 7 | 7 | 0 |
| Middle or other managers | 1,587 | 1,455 | 132 | 9 | 8 | 1 | 33 | 28 | 5 | 19 | 16 | 3 |
| Professionals | 282 | 209 | 73 | 1 | 1 | 0 | 2 | 2 | 0 | 17 | 11 | 6 |
| Semi-professionals and technicians | 124 | 97 | 27 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 0 |
| Supervisors | 836 | 543 | 293 | 3 | 0 | 3 | 17 | 12 | 5 | 9 | 3 | 6 |
| Foremen/women | 1,276 | 1,224 | 46 | 13 | 13 | 0 | 24 | 24 | 0 | 16 | 15 | 1 |
| Clerical workers | 4,656 | 1,023 | 3,633 | 32 | 7 | 25 | 72 | 32 | 40 | 181 | 74 | 107 |
| Sales workers | 1,214 | 962 | 252 | 6 | 5 | 1 | 10 | 9 | 1 | 11 | 10 | 1 |
| Service workers | 119 | 100 | 19 | 2 | 1 | 1 | 7 | 6 | 1 | 4 | 4 | 0 |
| Skilled crafts and trades workers | 715 | 713 | 2 | 2 | 2 | 0 | 13 | 13 | 0 | 13 | 13 | 0 |
| Semi-skilled manual workers | 18,210 | 18,025 | 183 | 210 | 208 | 2 | 214 | 213 | 1 | 229 | 228 | 1 |
| Other manual workers | 3,567 | 3,514 | 53 | 30 | 29 | 1 | 51 | 51 | 0 | 54 | 53 | 1 |
| Total number of employees | 32,985 | 28,253 | 4,724 | 309 | 275 | 34 | 447 | 393 | 54 | 561 | 435 | 126 |

## Table 4.13

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE PUBLIC PASSENGER TRANSIT SYSTEMS SUB-SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 52 | 48 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 205 | 184 | 21 | 0 | 0 | 0 | 4 | 4 | 0 | 7 | 7 | 0 |
| Professionals | 44 | 29 | 15 | 0 | 0 | 0 | 1 | 0 | 1 | 3 | 3 | 0 |
| Semi-professionals and technicians | 43 | 35 | 8 | 0 | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 0 |
| Supervisors | 141 | 95 | 46 | 1 | 0 | 1 | 7 | 5 | 2 | 1 | 1 | 0 |
| Foremen/women | 150 | 143 | 7 | 2 | 2 | 0 | 7 | 7 | 0 | 8 | 8 | 0 |
| Clerical workers | 770 | 218 | 552 | 6 | 2 | 4 | 24 | 12 | 12 | 52 | 9 | 43 |
| Sales workers | 41 | 21 | 20 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Service workers | 43 | 38 | 5 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| Skilled crafts and trades workers | 221 | 221 | 0 | 7 | 7 | 0 | 14 | 14 | 0 | 10 | 10 | 0 |
| Semi-skilled manual workers | 4,042 | 3,808 | 234 | 55 | 53 | 2 | 172 | 164 | 8 | 136 | 129 | 7 |
| Other manual workers | 493 | 459 | 34 | 10 | 10 | 0 | 19 | 19 | 0 | 11 | 10 | 1 |
| Total number of employees | 6,245 | 5,299 | 946 | 81 | 74 | 7 | 253 | 230 | 23 | 229 | 178 | 51 |

## Table 4.14

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **1,146** | 1,056 | 90 | **4** | 3 | 1 | **16** | 16 | 0 | **16** | 14 | 2 |
| **Middle or other managers** | **25,272** | 15,530 | 9,742 | **164** | 78 | 86 | **285** | 196 | 89 | **951** | 609 | 342 |
| **Professionals** | **5,878** | 4,370 | 1,508 | **31** | 26 | 5 | **73** | 64 | 9 | **777** | 622 | 155 |
| **Semi-professionals and technicians** | **13,496** | 10,782 | 2,714 | **55** | 41 | 14 | **175** | 150 | 25 | **394** | 332 | 62 |
| **Supervisors** | **4,673** | 3,276 | 1,397 | **29** | 17 | 12 | **79** | 65 | 14 | **215** | 166 | 49 |
| **Foremen/women** | **1,438** | 1,357 | 81 | **4** | 2 | 2 | **25** | 25 | 0 | **41** | 39 | 2 |
| **Clerical workers** | **68,455** | 29,750 | 38,705 | **485** | 193 | 292 | **1,038** | 604 | 434 | **3,087** | 1,128 | 1,959 |
| **Sales workers** | **4,167** | 1,901 | 2,266 | **15** | 2 | 13 | **43** | 20 | 23 | **142** | 70 | 72 |
| **Service workers** | **182** | 97 | 85 | **0** | 0 | 0 | **3** | 1 | 2 | **9** | 4 | 5 |
| **Skilled crafts and trades workers** | **21,147** | 20,608 | 545 | **115** | 109 | 6 | **310** | 303 | 7 | **709** | 687 | 22 |
| **Semi-skilled manual workers** | **4,337** | 3,974 | 363 | **26** | 23 | 3 | **63** | 60 | 3 | **201** | 188 | 13 |
| **Other manual workers** | **2,959** | 2,668 | 291 | **20** | 20 | 0 | **61** | 56 | 5 | **155** | 143 | 12 |
| Total number of employees | **153,150** | **95,369** | **57,787** | **948** | **514** | **434** | **2,171** | **1,560** | **611** | **6,697** | **4,002** | **2,695** |

## Table 4.15

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 37 | 3 | 34 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Professionals | 46 | 17 | 29 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| Semi-professionals and technicians | 1,072 | 767 | 305 | 6 | 4 | 2 | 12 | 9 | 3 | 16 | 9 | 7 |
| Supervisors | 106 | 72 | 34 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | 9 | 2 |
| Foremen/women | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Clerical workers | 13,292 | 2,821 | 10,471 | 100 | 19 | 81 | 148 | 47 | 101 | 662 | 159 | 503 |
| Sales workers | 591 | 172 | 419 | 1 | 0 | 1 | 5 | 1 | 4 | 45 | 24 | 21 |
| Service workers | 48 | 7 | 41 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| Skilled crafts and trades workers | 540 | 482 | 58 | 6 | 6 | 0 | 2 | 2 | 0 | 15 | 15 | 0 |
| Semi-skilled manual workers | 744 | 631 | 113 | 4 | 4 | 0 | 19 | 18 | 1 | 52 | 36 | 16 |
| Other manual workers | 785 | 606 | 179 | 10 | 7 | 3 | 10 | 5 | 5 | 124 | 109 | 15 |
| Total number of employees | 17,262 | 5,579 | 11,683 | 127 | 40 | 87 | 196 | 82 | 114 | 932 | 363 | 569 |

## Table 4.16

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE TELECOMMUNICATIONS BROADCASTING SUB-SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **503** | 460 | 43 | **1** | 0 | 1 | **7** | 7 | 0 | **2** | 2 | 0 |
| **Middle or other managers** | **2,006** | 1,613 | 393 | **7** | 6 | 1 | **20** | 15 | 5 | **37** | 31 | 6 |
| **Professionals** | **2,240** | 1,626 | 614 | **23** | 19 | 4 | **25** | 22 | 3 | **95** | 71 | 24 |
| **Semi-professionals and technicians** | **11,384** | 8,923 | 2,461 | **44** | 30 | 14 | **146** | 126 | 20 | **222** | 173 | 49 |
| **Supervisors** | **719** | 330 | 389 | **2** | 2 | 0 | **6** | 5 | 1 | **18** | 12 | 6 |
| **Foremen/women** | **508** | 482 | 26 | **2** | 1 | 1 | **12** | 12 | 0 | **18** | 18 | 0 |
| **Clerical workers** | **5,009** | 788 | 4,221 | **24** | 7 | 17 | **71** | 29 | 42 | **242** | 55 | 187 |
| **Sales workers** | **1,898** | 1,133 | 765 | **6** | 2 | 4 | **19** | 14 | 5 | **73** | 47 | 26 |
| **Service workers** | **84** | 56 | 28 | **0** | 0 | 0 | **1** | 1 | 0 | **2** | 2 | 0 |
| **Skilled crafts and trades workers** | **2,474** | 2,210 | 264 | **16** | 14 | 2 | **42** | 40 | 2 | **118** | 110 | 8 |
| **Semi-skilled manual workers** | **602** | 541 | 61 | **7** | 6 | 1 | **11** | 11 | 0 | **20** | 18 | 2 |
| **Other manual workers** | **158** | 130 | 28 | **0** | 0 | 0 | **4** | 3 | 1 | **13** | 5 | 8 |
| Total number of employees | **27,585** | **18,292** | **9,293** | **132** | **87** | **45** | **364** | **285** | **79** | **860** | **544** | **316** |

## Table 4.17

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE TELECOMMUNICATIONS CARRIERS SUB-SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 294 | 266 | 28 | 1 | 1 | 0 | 3 | 3 | 0 | 6 | 5 | 1 |
| Middle or other managers | 14,698 | 9,684 | 5,014 | 50 | 35 | 15 | 117 | 90 | 27 | 538 | 387 | 151 |
| Professionals | 3,239 | 2,427 | 812 | 7 | 6 | 1 | 40 | 35 | 5 | 643 | 517 | 126 |
| Semi-professionals and technicians | 1,952 | 1,718 | 234 | 7 | 7 | 0 | 28 | 23 | 5 | 162 | 149 | 13 |
| Supervisors | 629 | 204 | 425 | 4 | 0 | 4 | 5 | 1 | 4 | 29 | 10 | 19 |
| Foremen/women | 685 | 662 | 23 | 2 | 1 | 1 | 8 | 8 | 0 | 12 | 12 | 0 |
| Clerical workers | 23,968 | 1,656 | 22,312 | 169 | 14 | 155 | 253 | 40 | 213 | 1,277 | 125 | 1,152 |
| Sales workers | 2,157 | 701 | 1,456 | 9 | 0 | 9 | 23 | 5 | 18 | 66 | 21 | 45 |
| Service workers | 86 | 34 | 52 | 0 | 0 | 0 | 2 | 0 | 2 | 7 | 2 | 5 |
| Skilled crafts and trades workers | 18,509 | 18,237 | 272 | 97 | 93 | 4 | 263 | 258 | 5 | 584 | 570 | 14 |
| Semi-skilled manual workers | 1,783 | 1,602 | 181 | 9 | 7 | 2 | 21 | 19 | 2 | 46 | 44 | 2 |
| Other manual workers | 734 | 596 | 138 | 7 | 7 | 0 | 13 | 11 | 2 | 33 | 32 | 1 |
| Total number of employees | 68,734 | 37,787 | 30,947 | 362 | 171 | 191 | 776 | 493 | 283 | 3,403 | 1,874 | 1,529 |

## Table 4.18

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE POSTAL AND COURIER SERVICES SUB-SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 349 | 330 | 19 | 2 | 2 | 0 | 6 | 6 | 0 | 8 | 7 | 1 |
| Middle or other managers | 8,568 | 4,233 | 4,335 | 107 | 37 | 70 | 148 | 91 | 57 | 376 | 191 | 185 |
| Professionals | 399 | 317 | 82 | 1 | 1 | 0 | 8 | 7 | 1 | 39 | 34 | 5 |
| Semi-professionals and technicians | 160 | 141 | 19 | 4 | 4 | 0 | 1 | 1 | 0 | 10 | 10 | 0 |
| Supervisors | 3,325 | 2,742 | 583 | 23 | 15 | 8 | 68 | 59 | 9 | 168 | 144 | 24 |
| Foremen/women | 245 | 213 | 32 | 0 | 0 | 0 | 5 | 5 | 0 | 11 | 9 | 2 |
| Clerical workers | 39,478 | 27,306 | 12,172 | 292 | 172 | 120 | 714 | 535 | 179 | 1,568 | 948 | 620 |
| Sales workers | 112 | 67 | 45 | 0 | 0 | 0 | 1 | 1 | 0 | 3 | 2 | 1 |
| Service workers | 12 | 7 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers | 164 | 161 | 9 | 2 | 2 | 0 | 5 | 5 | 0 | 7 | 7 | 0 |
| Semi-skilled manual workers | 1,952 | 1,831 | 121 | 10 | 10 | 0 | 31 | 30 | 1 | 135 | 126 | 9 |
| Other manual workers | 2,067 | 1,942 | 125 | 13 | 13 | 0 | 44 | 42 | 2 | 109 | 106 | 3 |
| Total number of employees | 56,831 | 39,290 | 17,547 | 454 | 256 | 198 | 1,031 | 782 | 249 | 2,434 | 1,584 | 850 |

## Table 4.19

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **715** | 663 | 52 | **1** | 1 | 0 | **8** | 8 | 0 | **15** | 13 | 2 |
| **Middle or other managers** | **4,951** | 4,230 | 721 | **31** | 27 | 4 | **117** | 108 | 9 | **107** | 87 | 20 |
| **Professionals** | **3,846** | 3,111 | 735 | **7** | 5 | 2 | **58** | 51 | 7 | **345** | 301 | 44 |
| **Semi-professionals and technicians** | **3,391** | 2,713 | 678 | **29** | 27 | 2 | **79** | 74 | 5 | **126** | 101 | 26 |
| **Supervisors** | **1,651** | 1,185 | 466 | **10** | 5 | 5 | **25** | 19 | 6 | **52** | 30 | 22 |
| **Foremen/women** | **1,771** | 1,758 | 13 | **27** | 26 | 1 | **56** | 56 | 0 | **15** | 15 | 0 |
| **Clerical workers** | **5,977** | 1,073 | 4,904 | **49** | 9 | 40 | **136** | 50 | 86 | **239** | 43 | 196 |
| **Sales workers** | **595** | 507 | 88 | **1** | 1 | 0 | **4** | 4 | 0 | **16** | 11 | 5 |
| **Service workers** | **1,203** | 703 | 500 | **37** | 15 | 22 | **16** | 13 | 3 | **151** | 75 | 76 |
| **Skilled crafts and trades workers** | **3,816** | 3,796 | 20 | **47** | 46 | 1 | **143** | 142 | 1 | **51** | 50 | 1 |
| **Semi-skilled manual workers** | **6,567** | 6,492 | 75 | **165** | 158 | 7 | **198** | 197 | 1 | **64** | 64 | 0 |
| **Other manual workers** | **6,667** | 6,148 | 519 | **85** | 81 | 4 | **208** | 201 | 7 | **110** | 93 | 17 |
| **Total number of employees** | **41,150** | **32,379** | **8,771** | **489** | **401** | **88** | **1,048** | **923** | **125** | **1,291** | **883** | **409** |

## Table 4.20

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 17 | 3 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 28 | 5 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Semi-professionals and technicians | 189 | 141 | 48 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| Supervisors | 39 | 16 | 23 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 1 | 1 |
| Foremen/women | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 514 | 99 | 415 | 1 | 1 | 0 | 7 | 1 | 6 | 26 | 2 | 24 |
| Sales workers | 18 | 6 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers | 968 | 678 | 290 | 4 | 1 | 3 | 5 | 4 | 1 | 42 | 26 | 16 |
| Skilled crafts and trades workers | 14 | 13 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers | 154 | 132 | 22 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Other manual workers | 236 | 221 | 15 | 2 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Total number of employees | 2,177 | 1,314 | 863 | 8 | 4 | 4 | 13 | 6 | 7 | 76 | 30 | 46 |

## Table 4.21

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE METAL MINES SUB-SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 77 | 75 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| Middle or other managers | 305 | 293 | 12 | 5 | 5 | 0 | 9 | 9 | 0 | 8 | 8 | 0 |
| Professionals | 346 | 309 | 37 | 4 | 3 | 1 | 6 | 4 | 2 | 23 | 19 | 4 |
| Semi-professionals and technicians | 516 | 441 | 75 | 14 | 12 | 2 | 18 | 15 | 3 | 13 | 13 | 0 |
| Supervisors | 70 | 54 | 16 | 4 | 1 | 3 | 3 | 3 | 0 | 2 | 2 | 0 |
| Foremen/women | 560 | 559 | 1 | 14 | 14 | 0 | 10 | 10 | 0 | 6 | 6 | 0 |
| Clerical workers | 431 | 117 | 314 | 9 | 0 | 9 | 5 | 3 | 2 | 5 | 2 | 3 |
| Sales workers | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers | 98 | 82 | 16 | 4 | 2 | 2 | 1 | 1 | 0 | 1 | 0 | 1 |
| Skilled crafts and trades workers | 1,250 | 1,245 | 5 | 33 | 33 | 0 | 29 | 29 | 0 | 19 | 19 | 0 |
| Semi-skilled manual workers | 2,778 | 2,741 | 37 | 135 | 128 | 7 | 37 | 37 | 0 | 34 | 34 | 0 |
| Other manual workers | 1,495 | 1,392 | 103 | 55 | 52 | 3 | 38 | 35 | 3 | 14 | 14 | 0 |
| Total number of employees | 7,928 | 7,310 | 618 | 277 | 250 | 27 | 157 | 147 | 10 | 126 | 118 | 8 |

## Table 4.22

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE GRAIN ELEVATORS SUB-SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **82** | 82 | 0 | **0** | 0 | 0 | **1** | 1 | 0 | **0** | 0 | 0 |
| **Middle or other managers** | **1,886** | 1,845 | 41 | **9** | 9 | 0 | **49** | 49 | 0 | **7** | 7 | 0 |
| **Professionals** | **314** | 232 | 82 | **0** | 0 | 0 | **6** | 5 | 1 | **24** | 17 | 7 |
| **Semi-professionals and technicians** | **218** | 150 | 68 | **1** | 1 | 0 | **4** | 4 | 0 | **6** | 5 | 1 |
| **Supervisors** | **877** | 792 | 85 | **3** | 2 | 1 | **12** | 12 | 0 | **9** | 5 | 4 |
| **Foremen/women** | **485** | 480 | 5 | **11** | 10 | 1 | **16** | 16 | 0 | **2** | 2 | 0 |
| **Clerical workers** | **1,308** | 223 | 1,085 | **12** | 5 | 7 | **31** | 13 | 18 | **41** | 11 | 30 |
| **Sales workers** | **221** | 199 | 22 | **0** | 0 | 0 | **2** | 2 | 0 | **2** | 2 | 0 |
| **Service workers** | **18** | 6 | 12 | **2** | 1 | 1 | **1** | 0 | 1 | **0** | 0 | 0 |
| **Skilled crafts and trades workers** | **540** | 535 | 5 | **5** | 5 | 0 | **9** | 9 | 0 | **4** | 4 | 0 |
| **Semi-skilled manual workers** | **1,375** | 1,352 | 23 | **13** | 13 | 0 | **22** | 22 | 0 | **6** | 6 | 0 |
| **Other manual workers** | **2,231** | 2,200 | 31 | **14** | 14 | 0 | **35** | 35 | 0 | **7** | 6 | 1 |
| **Total number of employees** | **9,555** | **8,096** | **1,459** | **70** | **60** | **10** | **188** | **168** | **20** | **108** | **65** | **43** |

## Table 5.1

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 4 | **736** | 721 | 15 | **1** | 1 | 0 | **7** | 7 | 0 | **13** | 13 | 0 |
| | 3 | **342** | 330 | 12 | **0** | 0 | 0 | **5** | 5 | 0 | **3** | 3 | 0 |
| | 2 | **743** | 701 | 42 | **1** | 1 | 0 | **8** | 8 | 0 | **15** | 13 | 2 |
| | 1 | **3,128** | 2,917 | 211 | **9** | 8 | 1 | **61** | 59 | 2 | **83** | 77 | 6 |
| Middle or other managers | 4 | **2,785** | 2,624 | 161 | **10** | 10 | 0 | **55** | 54 | 1 | **90** | 83 | 7 |
| | 3 | **8,604** | 7,667 | 937 | **27** | 22 | 5 | **178** | 169 | 9 | **319** | 274 | 45 |
| | 2 | **34,184** | 25,644 | 8,540 | **135** | 98 | 37 | **555** | 448 | 107 | **1,461** | 1,073 | 388 |
| | 1 | **32,163** | 14,486 | 17,677 | **175** | 56 | 119 | **516** | 314 | 202 | **2,027** | 787 | 1,240 |
| Professionals | 4 | **839** | 741 | 98 | **0** | 0 | 0 | **11** | 11 | 0 | **70** | 61 | 9 |
| | 3 | **2,361** | 2,109 | 252 | **5** | 4 | 1 | **44** | 44 | 0 | **296** | 272 | 24 |
| | 2 | **8,759** | 6,905 | 1,854 | **18** | 15 | 3 | **139** | 120 | 19 | **1,204** | 950 | 254 |
| | 1 | **17,677** | 7,791 | 9,886 | **71** | 30 | 41 | **298** | 144 | 154 | **2,047** | 1,048 | 999 |
| Semi-professionals and technicians | 4 | **1,706** | 1,582 | 124 | **9** | 9 | 0 | **28** | 27 | 1 | **48** | 42 | 7 |
| | 3 | **5,850** | 5,451 | 399 | **21** | 20 | 1 | **91** | 86 | 5 | **156** | 138 | 18 |
| | 2 | **11,919** | 10,063 | 1,856 | **46** | 43 | 3 | **195** | 171 | 24 | **356** | 292 | 64 |
| | 1 | **10,154** | 7,306 | 2,848 | **61** | 44 | 17 | **129** | 101 | 28 | **317** | 231 | 86 |
| Supervisors | 4 | **1,339** | 1,033 | 306 | **7** | 6 | 1 | **28** | 25 | 3 | **74** | 55 | 19 |
| | 3 | **5,805** | 4,143 | 1,662 | **37** | 19 | 18 | **116** | 81 | 35 | **315** | 192 | 123 |
| | 2 | **6,696** | 2,289 | 4,407 | **33** | 8 | 25 | **134** | 44 | 90 | **651** | 143 | 508 |
| | 1 | **6,080** | 1,317 | 4,763 | **37** | 5 | 32 | **109** | 29 | 80 | **475** | 101 | 374 |
| Foremen/women | 4 | **1,995** | 1,967 | 22 | **19** | 19 | 0 | **51** | 51 | 0 | **50** | 50 | 0 |
| | 3 | **4,345** | 4,293 | 52 | **31** | 29 | 2 | **91** | 90 | 1 | **93** | 92 | 1 |
| | 2 | **5,367** | 5,257 | 110 | **99** | 99 | 0 | **90** | 90 | 0 | **83** | 80 | 3 |
| | 1 | **1,365** | 1,258 | 107 | **12** | 11 | 1 | **40** | 40 | 0 | **35** | 29 | 6 |

## Table 5.1(Cont'd)

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Clerical workers | 4 | 7,355 | 4,573 | 2,782 | 39 | 25 | 14 | 103 | 74 | 29 | 296 | 144 | 152 |
| | 3 | 62,030 | 32,142 | 29,891 | 411 | 199 | 212 | 1,072 | 710 | 362 | 3,172 | 1,283 | 1,889 |
| | 2 | 54,219 | 6,440 | 47,776 | 325 | 44 | 281 | 989 | 216 | 773 | 5,892 | 918 | 4,974 |
| | 1 | 54,220 | 5,277 | 48,943 | 475 | 39 | 436 | 1,164 | 160 | 1,004 | 5,542 | 921 | 4,621 |
| Sales workers | 4 | 1,134 | 884 | 250 | 6 | 4 | 2 | 14 | 14 | 0 | 39 | 30 | 9 |
| | 3 | 4,381 | 2,491 | 1,890 | 17 | 6 | 11 | 64 | 41 | 23 | 158 | 91 | 67 |
| | 2 | 5,936 | 2,627 | 3,309 | 31 | 14 | 17 | 71 | 37 | 34 | 188 | 81 | 107 |
| | 1 | 3,377 | 1,480 | 1,897 | 28 | 13 | 15 | 24 | 14 | 10 | 151 | 52 | 99 |
| Service workers | 4 | 2,219 | 1,201 | 1,018 | 17 | 7 | 10 | 20 | 16 | 4 | 155 | 84 | 71 |
| | 3 | 6,399 | 2,501 | 3,898 | 48 | 30 | 18 | 68 | 41 | 27 | 200 | 132 | 68 |
| | 2 | 2,699 | 1,170 | 1,529 | 21 | 9 | 12 | 24 | 19 | 5 | 144 | 77 | 67 |
| | 1 | 2,913 | 1,282 | 1,629 | 35 | 16 | 19 | 36 | 25 | 11 | 146 | 68 | 80 |
| Skilled crafts and trades workers | 4 | 7,937 | 7,853 | 84 | 65 | 64 | 1 | 174 | 173 | 1 | 387 | 385 | 2 |
| | 3 | 14,725 | 14,516 | 209 | 102 | 102 | 0 | 283 | 281 | 2 | 617 | 607 | 10 |
| | 2 | 29,943 | 29,584 | 365 | 201 | 195 | 6 | 590 | 584 | 6 | 1,194 | 1,176 | 18 |
| | 1 | 4,996 | 4,792 | 204 | 50 | 47 | 3 | 90 | 88 | 2 | 220 | 207 | 13 |
| Semi-skilled manual workers | 4 | 5,233 | 5,161 | 70 | 90 | 88 | 2 | 79 | 79 | 0 | 79 | 79 | 0 |
| | 3 | 21,972 | 21,587 | 385 | 227 | 221 | 6 | 381 | 375 | 6 | 406 | 402 | 4 |
| | 2 | 26,227 | 25,649 | 578 | 294 | 287 | 7 | 428 | 423 | 5 | 486 | 468 | 18 |
| | 1 | 9,709 | 9,218 | 491 | 108 | 97 | 11 | 187 | 179 | 8 | 178 | 156 | 22 |
| Other manual workers | 4 | 3,932 | 3,832 | 100 | 39 | 35 | 4 | 100 | 97 | 3 | 83 | 80 | 3 |
| | 3 | 10,345 | 9,984 | 358 | 179 | 169 | 10 | 271 | 268 | 3 | 231 | 219 | 12 |
| | 2 | 8,735 | 8,384 | 351 | 101 | 93 | 8 | 171 | 165 | 6 | 232 | 204 | 28 |
| | 1 | 5,888 | 5,336 | 552 | 119 | 113 | 6 | 100 | 96 | 4 | 160 | 136 | 24 |
| Total number of employees | | 531,466 | 326,559 | 204,900 | 3,892 | 2,474 | 1,418 | 9,482 | 6,393 | 3,089 | 30,637 | 14,099 | 16,541 |

## Table 5.2

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 4 | 35 | 7 | 28 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 3 | 62 | 3 | 59 | 0 | 0 | 0 | 1 | 0 | 1 | 6 | 1 | 5 |
| | 2 | 219 | 14 | 205 | 0 | 0 | 0 | 3 | 1 | 2 | 11 | 2 | 9 |
| | 1 | 155 | 17 | 138 | 1 | 0 | 1 | 5 | 1 | 4 | 11 | 0 | 11 |
| Professionals | 4 | 46 | 10 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | 3 | 55 | 6 | 49 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 |
| | 2 | 142 | 32 | 110 | 0 | 0 | 0 | 3 | 0 | 3 | 7 | 4 | 3 |
| | 1 | 109 | 18 | 91 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 1 | 4 |
| Semi-professionals and technicians | 4 | 181 | 139 | 42 | 2 | 1 | 1 | 3 | 2 | 1 | 5 | 4 | 1 |
| | 3 | 275 | 213 | 62 | 2 | 2 | 0 | 3 | 3 | 0 | 2 | 1 | 1 |
| | 2 | 352 | 223 | 129 | 1 | 1 | 0 | 3 | 1 | 2 | 5 | 2 | 3 |
| | 1 | 548 | 364 | 184 | 1 | 0 | 1 | 5 | 3 | 2 | 8 | 3 | 5 |
| Supervisors | 4 | 40 | 15 | 25 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 3 | 61 | 8 | 53 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 5 |
| | 2 | 179 | 59 | 120 | 3 | 1 | 2 | 1 | 0 | 1 | 16 | 9 | 7 |
| | 1 | 116 | 29 | 87 | 0 | 0 | 0 | 1 | 0 | 1 | 4 | 1 | 3 |
| Foremen/women | 4 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |

## Table 5.2 (Cont'd)

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Clerical workers | 4 | 5,366 | 1,765 | 3,601 | 46 | 13 | 33 | 73 | 36 | 37 | 253 | 92 | 161 |
| | 3 | 10,356 | 1,129 | 9,225 | 84 | 6 | 78 | 154 | 15 | 139 | 672 | 89 | 583 |
| | 2 | 15,798 | 1,131 | 14,667 | 88 | 4 | 84 | 239 | 25 | 214 | 988 | 158 | 830 |
| | 1 | 12,949 | 1,162 | 11,787 | 58 | 4 | 54 | 149 | 30 | 119 | 743 | 125 | 618 |
| Sales workers | 4 | 474 | 46 | 428 | 4 | 1 | 3 | 8 | 1 | 7 | 17 | 6 | 11 |
| | 3 | 356 | 68 | 288 | 3 | 1 | 2 | 4 | 0 | 4 | 18 | 9 | 9 |
| | 2 | 812 | 117 | 695 | 5 | 2 | 3 | 7 | 1 | 6 | 28 | 5 | 23 |
| | 1 | 1,784 | 373 | 1,411 | 11 | 2 | 9 | 8 | 3 | 5 | 92 | 29 | 63 |
| Service workers | 4 | 418 | 216 | 202 | 1 | 1 | 0 | 1 | 0 | 1 | 43 | 21 | 22 |
| | 3 | 262 | 146 | 116 | 2 | 1 | 1 | 2 | 2 | 0 | 12 | 8 | 4 |
| | 2 | 715 | 523 | 192 | 3 | 1 | 2 | 5 | 5 | 0 | 27 | 19 | 8 |
| | 1 | 332 | 152 | 181 | 2 | 0 | 2 | 4 | 1 | 3 | 5 | 3 | 2 |
| Skilled crafts and trades workers | 4 | 106 | 90 | 16 | 2 | 2 | 0 | 0 | 0 | 0 | 11 | 10 | 1 |
| | 3 | 213 | 202 | 11 | 0 | 0 | 0 | 1 | 1 | 0 | 9 | 9 | 0 |
| | 2 | 168 | 147 | 22 | 2 | 2 | 0 | 1 | 1 | 0 | 3 | 3 | 0 |
| | 1 | 238 | 198 | 40 | 3 | 3 | 0 | 1 | 1 | 0 | 2 | 1 | 1 |
| Semi-skilled manual workers | 4 | 484 | 446 | 38 | 4 | 4 | 0 | 4 | 4 | 0 | 13 | 11 | 2 |
| | 3 | 747 | 687 | 60 | 11 | 10 | 1 | 16 | 15 | 1 | 22 | 22 | 0 |
| | 2 | 1,305 | 1,104 | 201 | 7 | 5 | 2 | 9 | 9 | 0 | 39 | 34 | 5 |
| | 1 | 1,629 | 1,317 | 312 | 18 | 16 | 2 | 10 | 10 | 0 | 50 | 31 | 19 |
| Other manual workers | 4 | 693 | 575 | 118 | 6 | 4 | 2 | 7 | 3 | 4 | 35 | 24 | 11 |
| | 3 | 740 | 664 | 76 | 7 | 7 | 0 | 2 | 1 | 1 | 99 | 93 | 13 |
| | 2 | 1,308 | 1,173 | 135 | 8 | 7 | 1 | 9 | 8 | 1 | 50 | 43 | 11 |
| | 1 | 1,318 | 1,168 | 150 | 3 | 3 | 0 | 6 | 6 | 0 | 32 | 25 | 7 |
| Total number of employees | | 61,162 | 15,772 | 45,390 | 389 | 104 | 285 | 750 | 189 | 561 | 3,352 | 901 | 2,462 |

## Table 5.3

### MEMBERS OF DESIGNATED GROUPS IN TEMPORARY EMPLOYMENT BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 4 | 13 | 9 | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 52 | 30 | 22 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| | 2 | 91 | 59 | 32 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 59 | 26 | 33 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Professionals | 4 | 13 | 11 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 9 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 322 | 199 | 123 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | 1 | 982 | 514 | 468 | 4 | 0 | 4 | 3 | 1 | 2 | 20 | 10 | 10 |
| Semi-professionals and technicians | 4 | 16 | 9 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 28 | 18 | 10 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | 2 | 266 | 143 | 123 | 0 | 0 | 0 | 2 | 2 | 0 | 2 | 1 | 1 |
| | 1 | 780 | 379 | 401 | 10 | 7 | 3 | 5 | 4 | 1 | 11 | 5 | 6 |
| Supervisors | 4 | 7 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 4 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 5 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 7 | 4 | 3 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women | 4 | 11 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 3 | 11 | 11 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | 2 | 12 | 11 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 11 | 9 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

## Table 5.3 (Cont'd)

### MEMBERS OF DESIGNATED GROUPS IN TEMPORARY EMPLOYMENT BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Clerical workers | 4 | 100 | 29 | 71 | 1 | 0 | 1 | 0 | 0 | 0 | 8 | 1 | 7 |
| | 3 | 429 | 54 | 375 | 2 | 0 | 2 | 7 | 3 | 4 | 18 | 2 | 16 |
| | 2 | 386 | 75 | 311 | 0 | 0 | 0 | 1 | 1 | 0 | 26 | 5 | 21 |
| | 1 | 659 | 113 | 546 | 6 | 0 | 6 | 2 | 0 | 2 | 100 | 20 | 80 |
| Sales workers | 4 | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 5 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 21 | 13 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | 1 | 26 | 15 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers | 4 | 34 | 24 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 88 | 76 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 140 | 113 | 27 | 1 | 1 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| | 1 | 197 | 106 | 91 | 1 | 0 | 1 | 1 | 0 | 1 | 3 | 3 | 0 |
| Skilled crafts and trades workers | 4 | 45 | 43 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 0 |
| | 3 | 135 | 118 | 17 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | 2 | 87 | 85 | 2 | 0 | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 0 |
| | 1 | 79 | 76 | 3 | 1 | 1 | 0 | 1 | 1 | 0 | 2 | 2 | 0 |
| Semi-skilled manual workers | 4 | 192 | 188 | 4 | 1 | 1 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| | 3 | 234 | 221 | 13 | 3 | 3 | 0 | 2 | 2 | 0 | 3 | 3 | 0 |
| | 2 | 203 | 176 | 27 | 2 | 2 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| | 1 | 344 | 293 | 51 | 3 | 3 | 0 | 1 | 1 | 0 | 7 | 6 | 1 |
| Other manual workers | 4 | 195 | 180 | 15 | 6 | 5 | 1 | 1 | 0 | 1 | 2 | 2 | 0 |
| | 3 | 358 | 274 | 84 | 18 | 10 | 8 | 12 | 10 | 2 | 17 | 15 | 2 |
| | 2 | 739 | 649 | 90 | 11 | 7 | 4 | 2 | 2 | 0 | 6 | 3 | 3 |
| | 1 | 1,597 | 1,478 | 119 | 8 | 7 | 1 | 4 | 4 | 0 | 8 | 6 | 2 |
| Total number of employees | | 601,626 | 348,193 | 253,426 | 4,364 | 2,630 | 1,734 | 10,289 | 6,626 | 3,663 | 34,232 | 15,091 | 19,155 |

## Table 5.4

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 4 | **71** | 71 | 0 | **0** | 0 | 0 | **2** | 2 | 0 | **4** | 4 | 0 |
| | 3 | **30** | 30 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| | 2 | **124** | 122 | 2 | **0** | 0 | 0 | **3** | 3 | 0 | **5** | 5 | 0 |
| | 1 | **1,218** | 1,156 | 62 | **1** | 1 | 0 | **31** | 30 | 1 | **46** | 45 | 1 |
| Middle or other managers | 4 | **687** | 633 | 54 | **3** | 3 | 0 | **21** | 20 | 1 | **27** | 22 | 5 |
| | 3 | **3,222** | 2,893 | 329 | **8** | 5 | 3 | **84** | 82 | 2 | **118** | 92 | 26 |
| | 2 | **12,497** | 9,876 | 2,621 | **22** | 16 | 6 | **301** | 248 | 53 | **768** | 550 | 218 |
| | 1 | **20,484** | 7,950 | 12,534 | **78** | 20 | 58 | **333** | 185 | 148 | **1,627** | 603 | 1,024 |
| Professionals | 4 | **62** | 53 | 9 | **0** | 0 | 0 | **1** | 1 | 0 | **5** | 4 | 1 |
| | 3 | **326** | 249 | 77 | **1** | 0 | 1 | **9** | 9 | 0 | **44** | 33 | 11 |
| | 2 | **2,469** | 1,809 | 660 | **7** | 6 | 1 | **60** | 51 | 9 | **449** | 327 | 122 |
| | 1 | **13,327** | 5,023 | 8,304 | **41** | 6 | 35 | **244** | 100 | 144 | **1,645** | 791 | 854 |
| Semi-professionals and technicians | 4 | **49** | 36 | 13 | **0** | 0 | 0 | **1** | 1 | 0 | **4** | 3 | 1 |
| | 3 | **133** | 90 | 43 | **1** | 0 | 1 | **3** | 2 | 1 | **12** | 7 | 5 |
| | 2 | **516** | 216 | 300 | **1** | 0 | 1 | **20** | 10 | 10 | **45** | 27 | 18 |
| | 1 | **854** | 195 | 659 | **3** | 0 | 3 | **9** | 3 | 6 | **43** | 18 | 25 |
| Supervisors | 4 | **122** | 52 | 70 | **1** | 0 | 1 | **4** | 2 | 2 | **20** | 13 | 7 |
| | 3 | **902** | 257 | 645 | **8** | 2 | 6 | **26** | 8 | 18 | **119** | 34 | 85 |
| | 2 | **3,924** | 484 | 3,440 | **20** | 0 | 20 | **102** | 20 | 82 | **566** | 98 | 468 |
| | 1 | **4,183** | 387 | 3,796 | **24** | 2 | 22 | **87** | 15 | 72 | **403** | 56 | 347 |
| Foremen/women | 4 | **9** | 9 | 0 | **0** | 0 | 0 | **1** | 1 | 0 | **0** | 0 | 0 |
| | 3 | **7** | 7 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| | 2 | **12** | 12 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| | 1 | **36** | 34 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **3** | 3 | 0 |

## Table 5.4 (Cont'd)

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Clerical workers | 4 | **461** | 125 | 336 | **2** | 1 | 1 | **9** | 7 | 2 | **60** | 18 | 42 |
| | 3 | **4,932** | 774 | 4,158 | **26** | 6 | 20 | **91** | 27 | 64 | **744** | 134 | 610 |
| | 2 | **31,282** | 2,792 | 28,490 | **172** | 18 | 154 | **631** | 97 | 534 | **4,594** | 683 | 3,911 |
| | 1 | **41,211** | 3,289 | 37,922 | **359** | 25 | 334 | **958** | 108 | 850 | **4,847** | 796 | 4,051 |
| Sales workers | 4 | **26** | 20 | 6 | **1** | 1 | 0 | **0** | 0 | 0 | **6** | 4 | 2 |
| | 3 | **51** | 42 | 9 | **1** | 1 | 0 | **0** | 0 | 0 | **3** | 3 | 0 |
| | 2 | **159** | 102 | 57 | **1** | 1 | 0 | **3** | 3 | 0 | **10** | 4 | 6 |
| | 1 | **255** | 98 | 157 | **1** | 1 | 0 | **4** | 1 | 3 | **21** | 4 | 17 |
| Service workers | 4 | **47** | 46 | 1 | **0** | 0 | 0 | **2** | 2 | 0 | **2** | 2 | 0 |
| | 3 | **109** | 105 | 4 | **1** | 1 | 0 | **2** | 2 | 0 | **1** | 1 | 0 |
| | 2 | **105** | 90 | 15 | **1** | 1 | 0 | **7** | 7 | 0 | **9** | 8 | 1 |
| | 1 | **156** | 111 | 45 | **2** | 2 | 0 | **7** | 4 | 3 | **26** | 14 | 12 |
| Skilled crafts and trades workers | 4 | **45** | 45 | 0 | **1** | 1 | 0 | **4** | 4 | 0 | **5** | 5 | 0 |
| | 3 | **93** | 84 | 9 | **0** | 0 | 0 | **2** | 2 | 0 | **14** | 14 | 0 |
| | 2 | **85** | 69 | 16 | **0** | 0 | 0 | **1** | 1 | 0 | **7** | 7 | 0 |
| | 1 | **72** | 56 | 16 | **0** | 0 | 0 | **1** | 0 | 1 | **8** | 7 | 1 |
| Semi-skilled manual workers | 4 | **19** | 18 | 1 | **1** | 1 | 0 | **1** | 1 | 0 | **1** | 1 | 0 |
| | 3 | **18** | 17 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| | 2 | **45** | 42 | 3 | **0** | 0 | 0 | **2** | 2 | 0 | **7** | 6 | 1 |
| | 1 | **54** | 52 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **4** | 4 | 0 |
| Other manual workers | 4 | **40** | 36 | 4 | **0** | 0 | 0 | **2** | 2 | 0 | **5** | 5 | 0 |
| | 3 | **80** | 67 | 13 | **1** | 1 | 0 | **1** | 1 | 0 | **8** | 5 | 3 |
| | 2 | **121** | 112 | 9 | **2** | 1 | 1 | **6** | 6 | 0 | **1** | 1 | 0 |
| | 1 | **51** | 41 | 10 | **0** | 0 | 0 | **5** | 5 | 0 | **4** | 3 | 1 |
| Total number of employees | | **144,781** | **39,877** | **104,904** | **791** | **123** | **668** | **3,081** | **1,075** | **2,006** | **16,342** | **4,466** | **11,876** |

## Table 5.5

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 4 | 368 | 361 | 7 | 1 | 1 | 0 | 4 | 4 | 0 | 8 | 8 | 0 |
| | 3 | 115 | 111 | 4 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| | 2 | 254 | 247 | 7 | 1 | 1 | 0 | 1 | 1 | 0 | 3 | 2 | 1 |
| | 1 | 908 | 852 | 56 | 3 | 3 | 0 | 15 | 14 | 1 | 16 | 14 | 2 |
| Middle or other managers | 4 | 827 | 806 | 21 | 5 | 5 | 0 | 12 | 12 | 0 | 20 | 19 | 1 |
| | 3 | 1,310 | 1,220 | 90 | 3 | 3 | 0 | 30 | 28 | 2 | 34 | 30 | 4 |
| | 2 | 4,563 | 4,123 | 440 | 20 | 19 | 1 | 60 | 53 | 7 | 136 | 123 | 13 |
| | 1 | 3,923 | 3,160 | 763 | 13 | 10 | 3 | 61 | 53 | 8 | 109 | 82 | 27 |
| Professionals | 4 | 313 | 289 | 24 | 0 | 0 | 0 | 4 | 4 | 0 | 17 | 15 | 2 |
| | 3 | 389 | 352 | 37 | 0 | 0 | 0 | 7 | 7 | 0 | 35 | 33 | 2 |
| | 2 | 1,389 | 1,175 | 214 | 3 | 3 | 0 | 13 | 12 | 1 | 143 | 106 | 37 |
| | 1 | 1,637 | 1,115 | 522 | 4 | 3 | 1 | 23 | 20 | 3 | 157 | 99 | 58 |
| Semi-professionals and technicians | 4 | 818 | 802 | 16 | 2 | 2 | 0 | 14 | 14 | 0 | 6 | 6 | 0 |
| | 3 | 3,000 | 2,916 | 84 | 11 | 11 | 0 | 34 | 31 | 3 | 51 | 47 | 4 |
| | 2 | 4,947 | 4,529 | 418 | 18 | 18 | 0 | 76 | 73 | 3 | 108 | 88 | 20 |
| | 1 | 2,425 | 2,123 | 302 | 17 | 17 | 0 | 32 | 27 | 5 | 88 | 74 | 14 |
| Supervisors | 4 | 490 | 413 | 77 | 0 | 0 | 0 | 10 | 10 | 0 | 12 | 6 | 6 |
| | 3 | 1,018 | 816 | 202 | 3 | 2 | 1 | 20 | 17 | 3 | 25 | 18 | 7 |
| | 2 | 1,742 | 1,227 | 515 | 11 | 7 | 4 | 21 | 16 | 5 | 56 | 36 | 20 |
| | 1 | 1,215 | 685 | 530 | 8 | 3 | 5 | 13 | 7 | 6 | 47 | 34 | 13 |
| Foremen/women | 4 | 1,039 | 1,018 | 15 | 10 | 10 | 0 | 20 | 20 | 0 | 31 | 31 | 0 |
| | 3 | 3,320 | 3,297 | 23 | 20 | 20 | 0 | 63 | 62 | 1 | 80 | 79 | 1 |
| | 2 | 4,543 | 4,451 | 92 | 92 | 92 | 0 | 75 | 75 | 0 | 64 | 62 | 2 |
| | 1 | 897 | 832 | 65 | 8 | 8 | 0 | 32 | 32 | 0 | 26 | 21 | 5 |

## Table 5.5 (Cont'd)

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Quarter** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Clerical workers** | 4 | **1,244** | 678 | 566 | **10** | 4 | 6 | **26** | 16 | 10 | **62** | 32 | 30 |
| | 3 | **11,289** | 6,814 | 4,475 | **61** | 36 | 25 | **239** | 169 | 70 | **480** | 248 | 232 |
| | 2 | **8,098** | 2,167 | 5,931 | **47** | 13 | 34 | **120** | 55 | 65 | **471** | 121 | 350 |
| | 1 | **4,875** | 970 | 3,905 | **39** | 2 | 37 | **80** | 27 | 53 | **318** | 63 | 255 |
| **Sales workers** | 4 | **481** | 389 | 92 | **3** | 1 | 2 | **8** | 8 | 0 | **19** | 17 | 2 |
| | 3 | **3,220** | 1,895 | 1,325 | **13** | 5 | 8 | **50** | 34 | 16 | **100** | 63 | 37 |
| | 2 | **4,092** | 1,856 | 2,236 | **23** | 12 | 11 | **50** | 30 | 20 | **128** | 52 | 76 |
| | 1 | **1,782** | 672 | 1,110 | **23** | 12 | 11 | **11** | 6 | 5 | **91** | 26 | 65 |
| **Service workers** | 4 | **1,763** | 954 | 809 | **9** | 5 | 4 | **16** | 12 | 4 | **55** | 37 | 18 |
| | 3 | **6,106** | 2,261 | 3,845 | **37** | 23 | 14 | **66** | 39 | 27 | **197** | 129 | 68 |
| | 2 | **2,229** | 867 | 1,362 | **11** | 4 | 7 | **11** | 9 | 2 | **90** | 45 | 45 |
| | 1 | **2,330** | 920 | 1,408 | **23** | 11 | 12 | **18** | 12 | 6 | **105** | 46 | 61 |
| **Skilled crafts and trades workers** | 4 | **3,834** | 3,781 | 53 | **27** | 26 | 1 | **72** | 71 | 1 | **186** | 184 | 2 |
| | 3 | **7,427** | 7,401 | 26 | **57** | 57 | 0 | **143** | 143 | 0 | **390** | 388 | 2 |
| | 2 | **17,516** | 17,423 | 93 | **134** | 133 | 1 | **397** | 396 | 1 | **880** | 874 | 6 |
| | 1 | **3,566** | 3,482 | 84 | **37** | 36 | 1 | **64** | 64 | 0 | **168** | 159 | 9 |
| **Semi-skilled manual workers** | 4 | **4,207** | 4,167 | 38 | **33** | 32 | 1 | **58** | 58 | 0 | **59** | 59 | 0 |
| | 3 | **18,880** | 18,672 | 208 | **178** | 175 | 3 | **337** | 331 | 6 | **311** | 309 | 2 |
| | 2 | **21,756** | 21,326 | 430 | **245** | 242 | 3 | **325** | 323 | 2 | **352** | 341 | 11 |
| | 1 | **7,258** | 6,855 | 403 | **71** | 62 | 9 | **91** | 84 | 7 | **149** | 132 | 17 |
| **Other manual workers** | 4 | **2,889** | 2,816 | 73 | **30** | 26 | 4 | **58** | 58 | 0 | **64** | 63 | 1 |
| | 3 | **7,751** | 7604 | 144 | **145** | 136 | 9 | **169** | 166 | 3 | **182** | 176 | 6 |
| | 2 | **4,599** | 4,476 | 123 | **69** | 63 | 6 | **90** | 89 | 1 | **80** | 68 | 12 |
| | 1 | **3,743** | 3,568 | 175 | **86** | 82 | 4 | **42** | 42 | 0 | **97** | 82 | 15 |
| **Total number of employees** | | **192,385** | **158,934** | **33,438** | **1,664** | **1,436** | **228** | **3,182** | **2,835** | **347** | **6,307** | **4,748** | **1,561** |

## Table 5.6

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Quarter** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | 4 | **171** | 166 | 5 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| | 3 | **102** | 95 | 7 | **0** | 0 | 0 | **2** | 2 | 0 | **0** | 0 | 0 |
| | 2 | **212** | 193 | 19 | **0** | 0 | 0 | **3** | 3 | 0 | **2** | 2 | 0 |
| | 1 | **661** | 602 | 59 | **4** | 3 | 1 | **11** | 11 | 0 | **14** | 12 | 2 |
| **Middle or other managers** | 4 | **835** | 777 | 58 | **2** | 2 | 0 | **14** | 14 | 0 | **27** | 26 | 1 |
| | 3 | **2,936** | 2,529 | 407 | **11** | 10 | 1 | **36** | 32 | 4 | **125** | 113 | 12 |
| | 2 | **15,507** | 10,252 | 5,255 | **81** | 53 | 28 | **161** | 116 | 45 | **533** | 379 | 154 |
| | 1 | **5,994** | 1,972 | 4,022 | **70** | 13 | 57 | **74** | 34 | 40 | **266** | 91 | 175 |
| **Professionals** | 4 | **250** | 210 | 40 | **0** | 0 | 0 | **3** | 3 | 0 | **36** | 32 | 4 |
| | 3 | **493** | 436 | 57 | **2** | 2 | 0 | **4** | 4 | 0 | **71** | 65 | 6 |
| | 2 | **3,237** | 2,565 | 672 | **5** | 4 | 1 | **44** | 39 | 5 | **473** | 403 | 70 |
| | 1 | **1,898** | 1,159 | 739 | **24** | 20 | 4 | **22** | 18 | 4 | **197** | 122 | 75 |
| **Semi-professionals and technicians** | 4 | **589** | 524 | 65 | **2** | 2 | 0 | **8** | 7 | 1 | **31** | 28 | 3 |
| | 3 | **1,576** | 1,417 | 159 | **6** | 6 | 0 | **26** | 25 | 1 | **52** | 49 | 3 |
| | 2 | **5,130** | 4,300 | 830 | **19** | 17 | 2 | **65** | 58 | 7 | **162** | 144 | 18 |
| | 1 | **6,201** | 4,541 | 1,660 | **28** | 16 | 12 | **76** | 60 | 16 | **149** | 111 | 38 |
| **Supervisors** | 4 | **338** | 259 | 79 | **3** | 3 | 0 | **9** | 8 | 1 | **22** | 21 | 1 |
| | 3 | **3,357** | 2,636 | 721 | **23** | 13 | 10 | **63** | 53 | 10 | **160** | 134 | 26 |
| | 2 | **582** | 270 | 312 | **1** | 1 | 0 | **5** | 3 | 2 | **20** | 7 | 13 |
| | 1 | **396** | 111 | 285 | **2** | 0 | 2 | **2** | 1 | 1 | **13** | 4 | 9 |
| **Foremen/women** | 4 | **594** | 587 | 7 | **1** | 1 | 0 | **15** | 15 | 0 | **13** | 13 | 0 |
| | 3 | **326** | 300 | 26 | **1** | 0 | 1 | **4** | 4 | 0 | **8** | 8 | 0 |
| | 2 | **376** | 359 | 17 | **0** | 0 | 0 | **4** | 4 | 0 | **15** | 14 | 1 |
| | 1 | **142** | 111 | 31 | **2** | 1 | 1 | **2** | 2 | 0 | **5** | 4 | 1 |

## Table 5.6 (Cont'd)

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Clerical workers | 4 | 5,301 | 3,630 | 1,671 | 27 | 20 | 7 | 67 | 51 | 16 | 162 | 93 | 69 |
| | 3 | 44,727 | 24,272 | 20,455 | 319 | 156 | 163 | 719 | 503 | 216 | 1,911 | 891 | 1,020 |
| | 2 | 11,906 | 1,077 | 10,829 | 86 | 8 | 78 | 171 | 38 | 133 | 704 | 97 | 607 |
| | 1 | 6,521 | 771 | 5,750 | 53 | 9 | 44 | 81 | 12 | 69 | 310 | 47 | 263 |
| Sales workers | 4 | 527 | 384 | 143 | 1 | 1 | 0 | 4 | 4 | 0 | 11 | 7 | 4 |
| | 3 | 987 | 442 | 545 | 3 | 0 | 3 | 13 | 6 | 7 | 50 | 21 | 29 |
| | 2 | 1,486 | 493 | 993 | 7 | 1 | 6 | 18 | 4 | 14 | 44 | 20 | 24 |
| | 1 | 1,167 | 582 | 585 | 4 | 0 | 4 | 8 | 6 | 2 | 37 | 22 | 15 |
| Service workers | 4 | 35 | 19 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 16 | 12 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 56 | 14 | 42 | 0 | 0 | 0 | 2 | 0 | 2 | 4 | 0 | 4 |
| | 1 | 75 | 52 | 23 | 0 | 0 | 0 | 1 | 1 | 0 | 5 | 4 | 1 |
| Skilled crafts and trades workers | 4 | 3,233 | 3,205 | 28 | 17 | 17 | 0 | 71 | 71 | 0 | 179 | 179 | 0 |
| | 3 | 5,981 | 5,809 | 172 | 33 | 33 | 0 | 105 | 103 | 2 | 203 | 195 | 8 |
| | 2 | 11,147 | 10,902 | 251 | 59 | 54 | 5 | 127 | 123 | 4 | 295 | 283 | 12 |
| | 1 | 786 | 692 | 94 | 6 | 5 | 1 | 7 | 6 | 1 | 32 | 30 | 2 |
| Semi-skilled manual workers | 4 | 404 | 382 | 22 | 0 | 0 | 0 | 10 | 10 | 0 | 14 | 14 | 0 |
| | 3 | 1,556 | 1,389 | 167 | 11 | 9 | 2 | 21 | 21 | 0 | 67 | 65 | 2 |
| | 2 | 2,080 | 1,959 | 121 | 13 | 12 | 1 | 27 | 24 | 3 | 105 | 99 | 6 |
| | 1 | 297 | 244 | 53 | 2 | 2 | 0 | 5 | 5 | 0 | 15 | 10 | 5 |
| Other manual workers | 4 | 157 | 148 | 9 | 1 | 1 | 0 | 5 | 4 | 1 | 8 | 6 | 2 |
| | 3 | 384 | 304 | 80 | 3 | 3 | 0 | 5 | 5 | 0 | 18 | 16 | 2 |
| | 2 | 2,125 | 1,972 | 153 | 13 | 13 | 0 | 42 | 39 | 3 | 109 | 106 | 3 |
| | 1 | 293 | 244 | 49 | 3 | 3 | 0 | 9 | 8 | 1 | 20 | 15 | 5 |
| Total number of employees | | 153,150 | 95,369 | 57,787 | 948 | 514 | 434 | 2,171 | 1,560 | 611 | 6,697 | 4,002 | 2,695 |

## Table 5.7

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 4 | 126 | 123 | 3 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| | 3 | 95 | 94 | 1 | 0 | 0 | 0 | 2 | 2 | 0 | 2 | 2 | 0 |
| | 2 | 153 | 139 | 14 | 0 | 0 | 0 | 1 | 1 | 0 | 5 | 4 | 1 |
| | 1 | 341 | 307 | 34 | 1 | 1 | 0 | 4 | 4 | 0 | 7 | 6 | 1 |
| Middle or other managers | 4 | 436 | 408 | 28 | 0 | 0 | 0 | 8 | 8 | 0 | 16 | 16 | 0 |
| | 3 | 1,136 | 1,025 | 111 | 5 | 4 | 1 | 28 | 27 | 1 | 42 | 39 | 3 |
| | 2 | 1,617 | 1,393 | 224 | 12 | 10 | 2 | 33 | 31 | 2 | 24 | 21 | 3 |
| | 1 | 1,762 | 1,404 | 358 | 14 | 13 | 1 | 48 | 42 | 6 | 25 | 11 | 14 |
| Professionals | 4 | 214 | 189 | 25 | 0 | 0 | 0 | 3 | 3 | 0 | 12 | 10 | 2 |
| | 3 | 1,153 | 1,072 | 81 | 2 | 2 | 0 | 24 | 24 | 0 | 146 | 141 | 5 |
| | 2 | 1,664 | 1,356 | 308 | 3 | 2 | 1 | 22 | 18 | 4 | 139 | 114 | 25 |
| | 1 | 815 | 494 | 321 | 2 | 1 | 1 | 9 | 6 | 3 | 48 | 36 | 12 |
| Semi-professionals and technicians | 4 | 250 | 220 | 30 | 5 | 5 | 0 | 5 | 5 | 0 | 7 | 5 | 3 |
| | 3 | 1,141 | 1,028 | 113 | 3 | 3 | 0 | 28 | 28 | 0 | 41 | 35 | 6 |
| | 2 | 1,326 | 1,018 | 308 | 8 | 8 | 0 | 34 | 30 | 4 | 41 | 33 | 8 |
| | 1 | 674 | 447 | 227 | 13 | 11 | 2 | 12 | 11 | 1 | 37 | 28 | 9 |
| Supervisors | 4 | 389 | 309 | 80 | 3 | 3 | 0 | 5 | 5 | 0 | 20 | 15 | 5 |
| | 3 | 528 | 434 | 94 | 3 | 2 | 1 | 7 | 3 | 4 | 11 | 6 | 5 |
| | 2 | 448 | 308 | 140 | 1 | 0 | 1 | 6 | 5 | 1 | 9 | 2 | 7 |
| | 1 | 286 | 134 | 152 | 3 | 0 | 3 | 7 | 6 | 1 | 12 | 7 | 5 |
| Foremen/women | 4 | 353 | 353 | 0 | 8 | 8 | 0 | 15 | 15 | 0 | 6 | 6 | 0 |
| | 3 | 692 | 689 | 3 | 10 | 9 | 1 | 24 | 24 | 0 | 5 | 5 | 0 |
| | 2 | 436 | 435 | 1 | 7 | 7 | 0 | 11 | 11 | 0 | 3 | 3 | 0 |
| | 1 | 290 | 281 | 9 | 2 | 2 | 0 | 6 | 6 | 0 | 1 | 1 | 0 |

## Table 5.7 (Cont'd)

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX, OCCUPATIONAL GROUP AND SALARY QUARTER

| | | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Quarter | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Clerical workers | 4 | 349 | 140 | 209 | 0 | 0 | 0 | 1 | 0 | 1 | 12 | 1 | 11 |
| | 3 | 1,082 | 282 | 803 | 5 | 1 | 4 | 23 | 11 | 12 | 37 | 10 | 27 |
| | 2 | 2,933 | 404 | 2,526 | 20 | 5 | 15 | 67 | 26 | 41 | 123 | 17 | 106 |
| | 1 | 1,613 | 247 | 1,366 | 24 | 3 | 21 | 45 | 13 | 32 | 67 | 15 | 52 |
| Sales workers | 4 | 100 | 91 | 9 | 1 | 1 | 0 | 2 | 2 | 0 | 3 | 2 | 1 |
| | 3 | 123 | 112 | 11 | 0 | 0 | 0 | 1 | 1 | 0 | 5 | 4 | 1 |
| | 2 | 199 | 176 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 5 | 1 |
| | 1 | 173 | 128 | 45 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 2 |
| Service workers | 4 | 374 | 182 | 192 | 8 | 2 | 6 | 2 | 2 | 0 | 98 | 45 | 53 |
| | 3 | 168 | 123 | 45 | 10 | 6 | 4 | 0 | 0 | 0 | 2 | 2 | 0 |
| | 2 | 309 | 199 | 110 | 9 | 4 | 5 | 4 | 3 | 1 | 41 | 24 | 17 |
| | 1 | 352 | 199 | 153 | 10 | 3 | 7 | 10 | 8 | 2 | 10 | 4 | 6 |
| Skilled crafts and trades workers | 4 | 825 | 822 | 3 | 20 | 20 | 0 | 27 | 27 | 0 | 17 | 17 | 0 |
| | 3 | 1,224 | 1,222 | 2 | 12 | 12 | 0 | 33 | 33 | 0 | 10 | 10 | 0 |
| | 2 | 1,195 | 1,190 | 5 | 8 | 8 | 0 | 65 | 64 | 1 | 12 | 12 | 0 |
| | 1 | 572 | 562 | 10 | 7 | 6 | 1 | 18 | 18 | 0 | 12 | 11 | 1 |
| Semi-skilled manual workers | 4 | 603 | 594 | 9 | 56 | 55 | 1 | 10 | 10 | 0 | 5 | 5 | 0 |
| | 3 | 1,518 | 1,509 | 9 | 38 | 37 | 1 | 23 | 23 | 0 | 27 | 27 | 0 |
| | 2 | 2,346 | 2,322 | 24 | 36 | 33 | 3 | 74 | 74 | 0 | 22 | 22 | 0 |
| | 1 | 2,100 | 2,067 | 33 | 35 | 33 | 2 | 91 | 90 | 1 | 10 | 10 | 0 |
| Other manual workers | 4 | 846 | 832 | 14 | 8 | 8 | 0 | 35 | 33 | 2 | 6 | 6 | 0 |
| | 3 | 2,130 | 2,009 | 121 | 30 | 29 | 1 | 96 | 96 | 0 | 23 | 22 | 1 |
| | 2 | 1,890 | 1,824 | 66 | 17 | 16 | 1 | 33 | 31 | 2 | 42 | 29 | 13 |
| | 1 | 1,801 | 1,483 | 318 | 30 | 28 | 2 | 44 | 41 | 3 | 39 | 36 | 3 |
| Total number of employees | | 41,150 | 32,379 | 8,771 | 489 | 401 | 88 | 1,048 | 923 | 125 | 1,291 | 883 | 409 |

## Table 6.1

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT BY SEX AND SALARY RANGE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Salary Range | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Under $10,000** | **4,206** | 3,600 | 606 | **90** | 67 | 23 | **51** | 44 | 7 | **77** | 48 | 29 |
| **$10,000 – $14,999** | **8,933** | 4,269 | 4,664 | **118** | 64 | 54 | **115** | 58 | 57 | **443** | 195 | 248 |
| **$15,000 – $17,499** | **24,889** | 5,322 | 19,567 | **202** | 38 | 164 | **473** | 104 | 369 | **1,977** | 507 | 1,470 |
| **$17,500 – $19,999** | **41,374** | 8,340 | 33,034 | **379** | 91 | 288 | **760** | 152 | 608 | **3,821** | 732 | 3,089 |
| **$20,000 – $22,499** | **38,399** | 9,734 | 28,665 | **268** | 75 | 193 | **712** | 188 | 524 | **3,929** | 689 | 3,239 |
| **$22,500 – $24,999** | **34,619** | 12,539 | 22,080 | **248** | 89 | 159 | **562** | 218 | 344 | **2,899** | 705 | 2,193 |
| **$25,000 – $27,499** | **42,293** | 21,532 | 20,761 | **386** | 256 | 130 | **740** | 456 | 284 | **2,533** | 926 | 1,607 |
| **$27,500 – $29,999** | **79,425** | 52,411 | 27,014 | **606** | 413 | 193 | **1,500** | 1,155 | 345 | **3,449** | 1,727 | 1,722 |
| **$30,000 – $34,999** | **103,837** | 77,793 | 26,044 | **749** | 625 | 124 | **1,986** | 1,677 | 309 | **4,401** | 2,949 | 1,452 |
| **$35,000 – $39,999** | **48,252** | 38,542 | 9,710 | **351** | 312 | 39 | **839** | 724 | 115 | **2,411** | 1,745 | 665 |
| **$40,000 – $49,999** | **59,972** | 50,576 | 9,396 | **306** | 281 | 25 | **1,032** | 931 | 101 | **2,932** | 2,292 | 640 |
| **$50,000 – $69,999** | **34,706** | 31,810 | 2,896 | **143** | 129 | 14 | **565** | 539 | 26 | **1,496** | 1,327 | 169 |
| **$70,000 and over** | **10,391** | 9,987 | 404 | **25** | 25 | 0 | **147** | 145 | 2 | **202** | 186 | 16 |
| Total number of employees | **531,296** | **326,455** | **204,841** | **3,871** | **2,465** | **1,406** | **9,482** | **6,391** | **3,091** | **30,570** | **14,028** | **16,539** |

## Table 6.2

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT BY SEX AND SALARY RANGE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Salary Range | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Under $2,500 | 2,111 | 962 | 1,155 | 10 | 5 | 5 | 22 | 13 | 9 | 103 | 41 | 62 |
| $2,500 – $4,999 | 3,653 | 1,098 | 2,555 | 12 | 6 | 6 | 36 | 16 | 20 | 217 | 43 | 174 |
| $5,000 – $7,499 | 5,873 | 1,373 | 4,500 | 21 | 8 | 13 | 66 | 19 | 47 | 287 | 76 | 211 |
| $7,500 – $9,999 | 9,829 | 2,223 | 7,606 | 47 | 12 | 35 | 127 | 27 | 100 | 578 | 151 | 427 |
| $10,000 – $12,499 | 9,047 | 1,701 | 7,346 | 53 | 10 | 43 | 130 | 19 | 111 | 602 | 184 | 418 |
| $12,500 – $14,999 | 5,890 | 1,111 | 4,780 | 38 | 10 | 28 | 98 | 16 | 82 | 357 | 65 | 292 |
| $15,000 – $17,499 | 6,433 | 1,365 | 5,068 | 40 | 4 | 36 | 56 | 7 | 49 | 371 | 95 | 276 |
| $17,500 – $19,999 | 4,190 | 1,211 | 2,979 | 34 | 5 | 29 | 30 | 2 | 28 | 230 | 45 | 185 |
| $20,000 – $24,999 | 3,478 | 1,125 | 2,355 | 24 | 5 | 19 | 48 | 16 | 32 | 161 | 37 | 124 |
| $25,000 – $29,999 | 9,937 | 3,110 | 6,827 | 93 | 22 | 71 | 133 | 50 | 83 | 417 | 134 | 282 |
| $30,000 – $39,999 | 630 | 421 | 209 | 0 | 0 | 0 | 4 | 4 | 0 | 14 | 9 | 5 |
| $40,000 – $49,999 | 95 | 70 | 25 | 1 | 1 | 0 | 0 | 0 | 0 | 5 | 4 | 1 |
| $50,000 and over | 52 | 38 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 | 0 |
| Total number of employees | 61,218 | 15,808 | 45,419 | 373 | 88 | 285 | 750 | 189 | 561 | 3,346 | 888 | 2,457 |

## Table 6.3

### MEMBERS OF DESIGNATED GROUPS IN TEMPORARY EMPLOYMENT BY SEX AND SALARY RANGE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Salary Range | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Under $2,500 | 1,563 | 1,188 | 375 | 6 | 5 | 1 | 6 | 5 | 1 | 54 | 12 | 42 |
| $2,500 – $4,999 | 931 | 641 | 290 | 7 | 4 | 3 | 2 | 1 | 1 | 45 | 7 | 38 |
| $5,000 – $7,499 | 709 | 441 | 268 | 6 | 4 | 2 | 2 | 1 | 1 | 14 | 5 | 9 |
| $7,500 – $9,999 | 537 | 353 | 184 | 3 | 2 | 1 | 1 | 1 | 0 | 18 | 7 | 11 |
| $10,000 – $12,499 | 417 | 244 | 173 | 5 | 2 | 3 | 5 | 3 | 2 | 11 | 3 | 8 |
| $12,500 – $14,999 | 441 | 295 | 146 | 6 | 4 | 2 | 4 | 3 | 1 | 14 | 6 | 8 |
| $15,000 – $17,499 | 369 | 261 | 108 | 3 | 2 | 1 | 6 | 6 | 0 | 5 | 1 | 4 |
| $17,500 – $19,999 | 502 | 322 | 180 | 4 | 3 | 1 | 6 | 5 | 1 | 21 | 14 | 7 |
| $20,000 – $24,999 | 1,178 | 660 | 518 | 23 | 12 | 11 | 14 | 10 | 4 | 13 | 9 | 4 |
| $25,000 – $29,999 | 785 | 509 | 276 | 9 | 7 | 2 | 4 | 4 | 0 | 17 | 8 | 9 |
| $30,000 – $39,999 | 769 | 452 | 317 | 10 | 6 | 4 | 5 | 3 | 2 | 13 | 7 | 6 |
| $40,000 – $49,999 | 438 | 267 | 171 | 0 | 0 | 0 | 1 | 1 | 0 | 9 | 5 | 4 |
| $50,000 and over | 356 | 238 | 118 | 1 | 1 | 0 | 1 | 1 | 0 | 2 | 1 | 1 |
| Total number of employees | 8,995 | 5,871 | 3,124 | 83 | 52 | 31 | 57 | 44 | 13 | 236 | 85 | 151 |

## Table 6.4

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX AND SALARY RANGE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Salary Range** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Under $10,000** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **$10,000 – $14,999** | **774** | 91 | 683 | **4** | 0 | 4 | **17** | 1 | 16 | **55** | 13 | 42 |
| **$15,000 – $17,499** | **15,065** | 1,445 | 13,620 | **117** | 10 | 107 | **348** | 51 | 297 | **1,449** | 315 | 1,134 |
| **$17,500 – $19,999** | **27,409** | 2,105 | 25,304 | **213** | 11 | 202 | **598** | 67 | 531 | **3,169** | 478 | 2,691 |
| **$20,000 – $22,499** | **22,917** | 1,991 | 20,926 | **144** | 17 | 127 | **500** | 67 | 433 | **3,304** | 436 | 2,868 |
| **$22,500 – $24,999** | **15,282** | 2,113 | 13,169 | **103** | 11 | 92 | **283** | 57 | 226 | **2,156** | 373 | 1,783 |
| **$25,000 – $27,499** | **10,735** | 1,950 | 8,785 | **49** | 6 | 43 | **166** | 36 | 130 | **1,300** | 300 | 1,000 |
| **$27,500 – $29,999** | **8,188** | 1,852 | 6,336 | **33** | 6 | 27 | **167** | 60 | 107 | **908** | 235 | 673 |
| **$30,000 – $34,999** | **11,691** | 4,113 | 7,578 | **46** | 14 | 32 | **250** | 119 | 131 | **1,249** | 486 | 763 |
| **$35,000 – $39,999** | **8,391** | 4,462 | 3,929 | **36** | 15 | 21 | **180** | 114 | 66 | **899** | 475 | 424 |
| **$40,000 – $49,999** | **12,058** | 8,746 | 3,312 | **24** | 16 | 8 | **301** | 247 | 54 | **1,160** | 777 | 383 |
| **$50,000 – $69,999** | **9,329** | 8,224 | 1,105 | **17** | 12 | 5 | **205** | 191 | 14 | **598** | 489 | 109 |
| **$70,000 and over** | **2,942** | 2,784 | 158 | **5** | 5 | 0 | **66** | 65 | 1 | **95** | 83 | 12 |
| **Total number of employees** | **144,781** | **39,876** | **104,905** | **791** | **123** | **668** | **3,081** | **1,075** | **2,006** | **16,342** | **4,460** | **11,882** |

## Table 6.5

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX AND SALARY RANGE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Salary Range | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Under $2,500 | 739 | 94 | 645 | 2 | 0 | 2 | 9 | 3 | 6 | 33 | 7 | 26 |
| $2,500 – $4,999 | 2,157 | 228 | 1,929 | 6 | 1 | 5 | 23 | 6 | 17 | 162 | 22 | 140 |
| $5,000 – $7,499 | 3,673 | 377 | 3,296 | 8 | 1 | 7 | 58 | 14 | 44 | 179 | 41 | 138 |
| $7,500 – $9,999 | 6,058 | 378 | 5,680 | 25 | 1 | 24 | 107 | 13 | 94 | 334 | 50 | 284 |
| $10,000 – $12,499 | 6,239 | 291 | 5,948 | 33 | 0 | 33 | 104 | 5 | 99 | 384 | 40 | 344 |
| $12,500 – $14,999 | 3,761 | 201 | 3,560 | 21 | 1 | 20 | 76 | 6 | 70 | 287 | 41 | 246 |
| $15,000 – $17,499 | 3,923 | 282 | 3,641 | 34 | 0 | 34 | 44 | 3 | 41 | 299 | 65 | 234 |
| $17,500 – $19,999 | 2,228 | 107 | 2,121 | 24 | 0 | 24 | 23 | 0 | 23 | 181 | 21 | 160 |
| $20,000 – $24,999 | 1,072 | 39 | 1,033 | 14 | 1 | 13 | 20 | 2 | 18 | 83 | 6 | 77 |
| $25,000 – $29,999 | 87 | 11 | 76 | 0 | 0 | 0 | 1 | 0 | 1 | 6 | 0 | 6 |
| $30,000 – $39,999 | 37 | 3 | 34 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| $40,000 – $49,999 | 14 | 3 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 1 |
| $50,000 and over | 9 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees | 29,997 | 2,017 | 27,980 | 167 | 5 | 162 | 465 | 52 | 413 | 1,953 | 295 | 1,658 |

## Table 6.6

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX AND SALARY RANGE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Salary Range | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Under $10,000 | 3,765 | 3,314 | 451 | 80 | 65 | 15 | 46 | 40 | 6 | 52 | 36 | 16 |
| $10,000 – $14,999 | 6,144 | 3,472 | 2,672 | 87 | 50 | 37 | 69 | 45 | 24 | 254 | 121 | 133 |
| $15,000 – $17,499 | 5,593 | 2,950 | 2,643 | 43 | 20 | 23 | 63 | 35 | 28 | 268 | 120 | 148 |
| $17,500 – $19,999 | 7,685 | 4,322 | 3,363 | 88 | 65 | 23 | 78 | 50 | 28 | 361 | 170 | 191 |
| $20,000 – $22,499 | 7,629 | 4,830 | 2,799 | 61 | 39 | 22 | 90 | 69 | 21 | 299 | 149 | 149 |
| $22,500 – $24,999 | 9,661 | 6,615 | 3,046 | 73 | 52 | 21 | 123 | 83 | 40 | 356 | 203 | 152 |
| $25,000 – $27,499 | 17,598 | 14,564 | 3,034 | 201 | 186 | 15 | 347 | 310 | 37 | 582 | 433 | 149 |
| $27,500 – $29,999 | 19,031 | 15,916 | 3,115 | 190 | 170 | 20 | 321 | 276 | 45 | 555 | 384 | 171 |
| $30,000 – $34,999 | 54,292 | 45,375 | 8,917 | 435 | 403 | 32 | 1,050 | 963 | 87 | 1,764 | 1,483 | 281 |
| $35,000 – $39,999 | 19,911 | 18,146 | 1,765 | 137 | 131 | 6 | 335 | 322 | 13 | 785 | 703 | 81 |
| $40,000 – $49,999 | 23,005 | 21,820 | 1,185 | 160 | 160 | 0 | 401 | 384 | 17 | 616 | 557 | 59 |
| $50,000 – $69,999 | 13,024 | 12,689 | 335 | 72 | 70 | 2 | 202 | 199 | 3 | 280 | 256 | 24 |
| $70,000 and over | 4,873 | 4,815 | 58 | 16 | 16 | 0 | 57 | 57 | 0 | 66 | 65 | 1 |
| Total number of employees | 192,211 | 158,828 | 33,383 | 1,643 | 1,427 | 216 | 3,182 | 2,833 | 349 | 6,238 | 4,680 | 1,555 |

## Table 6.7

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX AND SALARY RANGE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Salary Range | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Under $2,500 | 805 | 580 | 231 | 4 | 4 | 0 | 7 | 6 | 1 | 42 | 21 | 21 |
| $2,500 – $4,999 | 933 | 604 | 329 | 4 | 3 | 1 | 8 | 8 | 0 | 21 | 14 | 7 |
| $5,000 – $7,499 | 1,503 | 683 | 820 | 11 | 5 | 6 | 4 | 2 | 2 | 68 | 26 | 42 |
| $7,500 – $9,999 | 1,869 | 884 | 985 | 17 | 9 | 8 | 12 | 7 | 5 | 73 | 34 | 39 |
| $10,000 – $12,499 | 1,426 | 737 | 689 | 9 | 4 | 5 | 19 | 11 | 8 | 60 | 34 | 26 |
| $12,500 – $14,999 | 1,151 | 620 | 532 | 11 | 6 | 5 | 9 | 6 | 3 | 29 | 16 | 13 |
| $15,000 – $17,499 | 1,554 | 788 | 766 | 3 | 3 | 0 | 6 | 2 | 4 | 37 | 19 | 18 |
| $17,500 – $19,999 | 1,064 | 872 | 192 | 5 | 2 | 3 | 1 | 1 | 0 | 18 | 13 | 5 |
| $20,000 – $24,999 | 669 | 456 | 215 | 3 | 1 | 2 | 8 | 5 | 3 | 21 | 9 | 12 |
| $25,000 – $29,999 | 463 | 375 | 88 | 4 | 2 | 2 | 2 | 1 | 1 | 8 | 6 | 1 |
| $30,000 – $39,999 | 253 | 211 | 42 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 0 |
| $40,000 – $49,999 | 62 | 59 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| $50,000 and over | 29 | 29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 | 0 |
| Total number of employees | 11,781 | 6,898 | 4,892 | 71 | 39 | 32 | 76 | 49 | 27 | 385 | 200 | 184 |

## Table 6.8

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX AND SALARY RANGE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Salary Range | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Under $10,000 | 130 | 55 | 75 | 0 | 0 | 0 | 1 | 1 | 0 | 9 | 2 | 7 |
| $10,000 – $14,999 | 1,256 | 363 | 893 | 8 | 3 | 5 | 19 | 8 | 11 | 42 | 12 | 30 |
| $15,000 – $17,499 | 3,417 | 599 | 2,818 | 30 | 5 | 25 | 45 | 10 | 35 | 201 | 52 | 149 |
| $17,500 – $19,999 | 4,874 | 1,280 | 3,594 | 61 | 11 | 50 | 55 | 19 | 36 | 231 | 55 | 176 |
| $20,000 – $22,499 | 5,665 | 1,920 | 3,745 | 40 | 11 | 29 | 83 | 34 | 49 | 251 | 85 | 166 |
| $22,500 – $24,999 | 6,843 | 2,413 | 4,430 | 60 | 18 | 42 | 108 | 50 | 58 | 313 | 111 | 202 |
| $25,000 – $27,499 | 10,907 | 3,074 | 7,833 | 78 | 16 | 62 | 160 | 63 | 97 | 576 | 160 | 416 |
| $27,500 – $29,999 | 47,789 | 30,978 | 16,811 | 338 | 197 | 141 | 780 | 593 | 187 | 1,895 | 1,053 | 842 |
| $30,000 – $34,999 | 29,209 | 20,757 | 8,452 | 163 | 112 | 51 | 386 | 311 | 75 | 1,186 | 821 | 365 |
| $35,000 – $39,999 | 14,818 | 11,385 | 3,433 | 71 | 62 | 9 | 211 | 182 | 29 | 627 | 486 | 141 |
| $40,000 – $49,999 | 18,393 | 14,089 | 4,304 | 66 | 51 | 15 | 217 | 193 | 24 | 955 | 785 | 170 |
| $50,000 – $69,999 | 8,089 | 6,854 | 1,235 | 31 | 26 | 5 | 90 | 81 | 9 | 391 | 362 | 29 |
| $70,000 and over | 1,764 | 1,605 | 159 | 2 | 2 | 0 | 16 | 15 | 1 | 21 | 19 | 2 |
| Total number of employees | 153,154 | 95,372 | 57,782 | 948 | 514 | 434 | 2,171 | 1,560 | 611 | 6,698 | 4,003 | 2,695 |

## Table 6.9

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX AND SALARY RANGE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Salary Range | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Under $2,500 | 440 | 238 | 202 | 2 | 1 | 1 | 5 | 3 | 2 | 26 | 13 | 13 |
| $2,500 – $4,999 | 492 | 229 | 263 | 2 | 2 | 0 | 4 | 2 | 2 | 30 | 6 | 24 |
| $5,000 – $7,499 | 476 | 206 | 270 | 2 | 2 | 0 | 4 | 3 | 1 | 28 | 6 | 22 |
| $7,500 – $9,999 | 1,199 | 400 | 799 | 4 | 2 | 2 | 6 | 5 | 1 | 147 | 54 | 93 |
| $10,000 – $12,499 | 1,110 | 580 | 530 | 9 | 5 | 4 | 4 | 3 | 1 | 136 | 101 | 35 |
| $12,500 – $14,999 | 715 | 151 | 564 | 3 | 0 | 3 | 8 | 2 | 6 | 40 | 7 | 33 |
| $15,000 – $17,499 | 861 | 243 | 618 | 3 | 1 | 2 | 6 | 2 | 4 | 32 | 10 | 22 |
| $17,500 – $19,999 | 829 | 205 | 624 | 5 | 3 | 2 | 6 | 1 | 5 | 28 | 11 | 17 |
| $20,000 – $24,999 | 1,495 | 456 | 1,039 | 7 | 3 | 4 | 20 | 9 | 11 | 52 | 20 | 32 |
| $25,000 – $29,999 | 9,361 | 2,717 | 6,644 | 89 | 20 | 69 | 130 | 49 | 81 | 403 | 128 | 275 |
| $30,000 – $39,999 | 262 | 144 | 118 | 0 | 0 | 0 | 3 | 3 | 0 | 9 | 6 | 3 |
| $40,000 – $49,999 | 14 | 7 | 7 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| $50,000 and over | 8 | 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees | 17,262 | 5,579 | 11,683 | 127 | 40 | 87 | 196 | 82 | 114 | 932 | 363 | 569 |

## Table 6.10

### MEMBERS OF DESIGNATED GROUPS IN FULL-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX AND SALARY RANGE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Salary Range | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Under $10,000 | 311 | 231 | 80 | 10 | 2 | 8 | 4 | 3 | 1 | 16 | 10 | 6 |
| $10,000 – $14,999 | 759 | 343 | 416 | 19 | 11 | 8 | 10 | 4 | 6 | 92 | 49 | 43 |
| $15,000 – $17,499 | 814 | 328 | 486 | 12 | 3 | 9 | 17 | 8 | 9 | 59 | 20 | 39 |
| $17,500 – $19,999 | 1,406 | 633 | 773 | 17 | 4 | 13 | 29 | 16 | 13 | 60 | 29 | 31 |
| $20,000 – $22,499 | 2,188 | 993 | 1,195 | 23 | 8 | 15 | 39 | 18 | 21 | 75 | 19 | 56 |
| $22,500 – $24,999 | 2,833 | 1,398 | 1,435 | 12 | 8 | 4 | 48 | 28 | 20 | 74 | 18 | 56 |
| $25,000 – $27,499 | 3,053 | 1,944 | 1,109 | 58 | 48 | 10 | 67 | 47 | 20 | 75 | 33 | 42 |
| $27,500 – $29,999 | 4,417 | 3,665 | 752 | 45 | 40 | 5 | 232 | 226 | 6 | 91 | 55 | 36 |
| $30,000 – $34,999 | 8,645 | 7,548 | 1,097 | 105 | 96 | 9 | 300 | 284 | 16 | 202 | 159 | 43 |
| $35,000 – $39,999 | 5,132 | 4,549 | 583 | 107 | 104 | 3 | 113 | 106 | 7 | 100 | 81 | 19 |
| $40,000 – $49,999 | 6,516 | 5,921 | 595 | 56 | 54 | 2 | 113 | 107 | 6 | 201 | 173 | 28 |
| $50,000 – $69,999 | 4,264 | 4,043 | 221 | 23 | 21 | 2 | 68 | 68 | 0 | 227 | 220 | 7 |
| $70,000 and over | 812 | 783 | 29 | 2 | 2 | 0 | 8 | 8 | 0 | 20 | 19 | 1 |
| Total number of employees | 41,150 | 32,379 | 8,771 | 489 | 401 | 88 | 1,048 | 923 | 125 | 1,292 | 885 | 407 |

## Table 6.11

### MEMBERS OF DESIGNATED GROUPS IN PART-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX AND SALARY RANGE

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Salary Range | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Under $2,500 | 127 | 50 | 77 | 2 | 0 | 2 | 1 | 1 | 0 | 2 | 0 | 2 |
| $2,500 – $4,999 | 71 | 37 | 34 | 0 | 0 | 0 | 1 | 0 | 1 | 4 | 1 | 3 |
| $5,000 – $7,499 | 221 | 107 | 114 | 0 | 0 | 0 | 0 | 0 | 0 | 12 | 3 | 9 |
| $7,500 – $9,999 | 703 | 561 | 142 | 1 | 0 | 1 | 2 | 2 | 0 | 24 | 13 | 11 |
| $10,000 – $12,499 | 272 | 93 | 179 | 2 | 1 | 1 | 3 | 0 | 3 | 22 | 9 | 13 |
| $12,500 – $14,999 | 263 | 139 | 124 | 3 | 3 | 0 | 5 | 2 | 3 | 1 | 1 | 0 |
| $15,000 – $17,499 | 95 | 52 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 |
| $17,500 – $19,999 | 69 | 27 | 42 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| $20,000 – $24,999 | 242 | 174 | 68 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 2 | 3 |
| $25,000 – $29,999 | 26 | 7 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $30,000 – $39,999 | 78 | 63 | 15 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| $40,000 – $49,999 | 5 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $50,000 and over | 6 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees | 2,178 | 1,314 | 864 | 8 | 4 | 4 | 13 | 6 | 7 | 76 | 30 | 46 |

## Table 7.1

### MEMBERS OF DESIGNATED GROUPS HIRED IN FULL-TIME EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **303** | 267 | 36 | **0** | 0 | 0 | **1** | 1 | 0 | **10** | 8 | 2 |
| **Middle or other managers** | **4,251** | 2,890 | 1,361 | **8** | 4 | 4 | **44** | 31 | 13 | **393** | 269 | 124 |
| **Professionals** | **3,628** | 2,332 | 1,286 | **6** | 4 | 2 | **34** | 28 | 6 | **499** | 333 | 166 |
| **Semi-professionals and technicians** | **3,965** | 3,115 | 850 | **15** | 10 | 5 | **24** | 17 | 7 | **131** | 95 | 36 |
| **Supervisors** | **846** | 460 | 386 | **1** | 0 | 1 | **11** | 8 | 3 | **75** | 37 | 38 |
| **Foremen/women** | **381** | 348 | 33 | **2** | 2 | 0 | **1** | 1 | 0 | **11** | 10 | 1 |
| **Clerical workers** | **21,552** | 4,403 | 17,159 | **158** | 35 | 123 | **270** | 78 | 192 | **2,674** | 687 | 1,987 |
| **Sales workers** | **2,537** | 1,342 | 1,207 | **23** | 14 | 9 | **12** | 9 | 3 | **124** | 52 | 72 |
| **Service workers** | **3,452** | 1,192 | 2,260 | **38** | 17 | 21 | **13** | 7 | 6 | **198** | 83 | 115 |
| **Skilled crafts and trades workers** | **4,179** | 4,064 | 115 | **31** | 28 | 3 | **37** | 37 | 0 | **316** | 309 | 7 |
| **Semi-skilled manual workers** | **10,607** | 10,008 | 599 | **132** | 120 | 12 | **32** | 28 | 4 | **301** | 282 | 19 |
| **Other manual workers** | **7,245** | 6,619 | 626 | **125** | 108 | 17 | **33** | 31 | 2 | **207** | 169 | 38 |
| **Total number of employees** | **62,946** | **37,040** | **25,918** | **539** | **342** | **197** | **512** | **276** | **236** | **4,939** | **2,334** | **2,605** |

## Table 7.2

### MEMBERS OF DESIGNATED GROUPS HIRED IN PART-TIME EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 52 | 12 | 40 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 2 |
| Professionals | 49 | 18 | 31 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 3 | 2 |
| Semi-professionals and technicians | 793 | 519 | 274 | 3 | 1 | 2 | 10 | 6 | 4 | 8 | 6 | 2 |
| Supervisors | 45 | 16 | 29 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Foremen/women | 9 | 9 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| Clerical workers | 15,451 | 2,348 | 13,103 | 80 | 19 | 61 | 179 | 44 | 135 | 1,162 | 264 | 898 |
| Sales workers | 1,916 | 435 | 1,481 | 20 | 7 | 13 | 9 | 4 | 5 | 99 | 33 | 66 |
| Service workers | 803 | 438 | 365 | 6 | 2 | 4 | 5 | 5 | 0 | 45 | 27 | 18 |
| Skilled crafts and trades workers | 518 | 464 | 54 | 4 | 4 | 0 | 2 | 2 | 0 | 12 | 10 | 2 |
| Semi-skilled manual workers | 2,772 | 2,483 | 289 | 18 | 16 | 2 | 16 | 15 | 1 | 95 | 79 | 16 |
| Other manual workers | 5,616 | 5,372 | 244 | 20 | 20 | 0 | 10 | 10 | 0 | 586 | 561 | 25 |
| Total number of employees | 28,025 | 12,115 | 15,910 | 151 | 69 | 82 | 233 | 87 | 146 | 2,016 | 985 | 1,031 |

## Table 7.3

### MEMBERS OF DESIGNATED GROUPS HIRED IN TEMPORARY EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper- level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 135 | 72 | 63 | 0 | 0 | 0 | 4 | 1 | 3 | 7 | 6 | 1 |
| Professionals | 1,040 | 582 | 458 | 3 | 0 | 3 | 3 | 1 | 2 | 19 | 10 | 9 |
| Semi-professionals and technicians | 765 | 372 | 393 | 8 | 6 | 2 | 3 | 3 | 0 | 9 | 4 | 5 |
| Supervisors | 6 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women | 20 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 987 | 214 | 773 | 5 | 0 | 5 | 284 | 26 | 258 | 30 | 11 | 19 |
| Sales workers | 50 | 24 | 26 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Service workers | 78 | 38 | 40 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 2 | 0 |
| Skilled crafts and trades workers | 110 | 91 | 19 | 2 | 2 | 0 | 1 | 1 | 0 | 2 | 2 | 0 |
| Semi-skilled manual workers | 305 | 279 | 26 | 3 | 3 | 0 | 2 | 2 | 0 | 8 | 8 | 0 |
| Other manual workers | 1,694 | 1,569 | 125 | 14 | 12 | 2 | 8 | 8 | 0 | 19 | 17 | 2 |
| Total number of employees | 5,190 | 3,265 | 1,925 | 35 | 23 | 12 | 306 | 42 | 264 | 97 | 60 | 37 |

## Table 7.4

### MEMBERS OF DESIGNATED GROUPS HIRED IN FULL-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 62 | 55 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 1 |
| Middle or other managers | 2,322 | 1,508 | 814 | 3 | 1 | 2 | 26 | 17 | 9 | 327 | 218 | 109 |
| Professionals | 1,726 | 1,038 | 678 | 2 | 2 | 0 | 16 | 12 | 4 | 311 | 203 | 108 |
| Semi-professionals and technicians | 166 | 91 | 75 | 0 | 0 | 0 | 2 | 2 | 0 | 15 | 11 | 4 |
| Supervisors | 287 | 121 | 166 | 0 | 0 | 0 | 5 | 3 | 2 | 51 | 20 | 31 |
| Foremen/women | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 10,784 | 2,104 | 8,680 | 63 | 10 | 53 | 166 | 48 | 118 | 1,928 | 494 | 1,434 |
| Sales workers | 65 | 42 | 23 | 1 | 1 | 0 | 2 | 1 | 1 | 6 | 3 | 3 |
| Service workers | 69 | 52 | 17 | 1 | 1 | 0 | 3 | 2 | 1 | 6 | 4 | 2 |
| Skilled crafts and trades workers | 18 | 15 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 |
| Semi-skilled manual workers | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other manual workers | 34 | 26 | 8 | 1 | 0 | 1 | 1 | 1 | 0 | 2 | 2 | 0 |
| Total number of employees | 15,537 | 5,056 | 10,471 | 71 | 15 | 56 | 221 | 86 | 135 | 2,652 | 960 | 1,692 |

## Table 7.5

### MEMBERS OF DESIGNATED GROUPS HIRED IN PART-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 44 | 8 | 36 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 0 | 2 |
| Professionals | 31 | 11 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 |
| Semi-professionals and technicians | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Supervisors | 16 | 3 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Foremen/women | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 9,194 | 1,173 | 8,021 | 49 | 2 | 47 | 150 | 34 | 116 | 822 | 182 | 640 |
| Sales workers | 5 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers | 8 | 5 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Skilled crafts and trades workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other manual workers | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees | 9,301 | 1,204 | 8,097 | 49 | 2 | 47 | 151 | 34 | 117 | 830 | 186 | 644 |

## Table 7.6

### MEMBERS OF DESIGNATED GROUPS HIRED IN FULL-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 122 | 114 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 | 0 |
| Middle or other managers | 813 | 625 | 188 | 1 | 1 | 0 | 8 | 5 | 3 | 25 | 18 | 7 |
| Professionals | 787 | 539 | 248 | 1 | 0 | 1 | 7 | 7 | 0 | 82 | 55 | 27 |
| Semi-professionals and technicians | 1,672 | 1,509 | 163 | 5 | 5 | 0 | 6 | 5 | 1 | 44 | 33 | 11 |
| Supervisors | 373 | 242 | 131 | 0 | 0 | 0 | 6 | 5 | 1 | 17 | 14 | 3 |
| Foremen/women | 332 | 305 | 27 | 2 | 2 | 0 | 1 | 1 | 0 | 10 | 9 | 1 |
| Clerical workers | 6,689 | 1,531 | 5,168 | 58 | 15 | 43 | 69 | 22 | 47 | 435 | 117 | 318 |
| Sales workers | 1,453 | 686 | 779 | 20 | 12 | 8 | 5 | 4 | 1 | 72 | 25 | 47 |
| Service workers | 2,916 | 903 | 2,013 | 27 | 11 | 16 | 8 | 3 | 5 | 132 | 53 | 79 |
| Skilled crafts and trades workers | 2,930 | 2,870 | 60 | 21 | 20 | 1 | 34 | 34 | 0 | 264 | 259 | 5 |
| Semi-skilled manual workers | 9,686 | 9,159 | 527 | 116 | 104 | 12 | 26 | 23 | 3 | 255 | 240 | 15 |
| Other manual workers | 5,297 | 4,965 | 332 | 106 | 91 | 15 | 28 | 26 | 2 | 125 | 90 | 35 |
| Total number of employees | 33,070 | 23,448 | 9,644 | 357 | 261 | 96 | 198 | 135 | 63 | 1,465 | 917 | 548 |

## Table 7.7

### MEMBERS OF DESIGNATED GROUPS HIRED IN PART-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons with Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Middle or other managers** | **6** | 4 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Professionals** | **10** | 6 | 4 | **0** | 0 | 0 | **0** | 0 | 0 | **2** | 2 | 0 |
| **Semi-professionals and technicians** | **46** | 13 | 33 | **0** | 0 | 0 | **1** | 0 | 1 | **0** | 0 | 0 |
| **Supervisors** | **7** | 3 | 4 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Foremen/women** | **6** | 6 | 0 | **0** | 0 | 0 | **1** | 1 | 0 | **0** | 0 | 0 |
| **Clerical workers** | **2,938** | 498 | 2,440 | **27** | 16 | 11 | **15** | 3 | 12 | **83** | 24 | 59 |
| **Sales workers** | **1,578** | 302 | 1,276 | **17** | 6 | 11 | **9** | 4 | 5 | **71** | 17 | 54 |
| **Service workers** | **437** | 191 | 246 | **4** | 2 | 2 | **3** | 3 | 0 | **31** | 17 | 14 |
| **Skilled crafts and trades workers** | **71** | 66 | 5 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Semi-skilled manual workers** | **2,223** | 2,011 | 212 | **14** | 12 | 2 | **5** | 5 | 0 | **65** | 61 | 4 |
| **Other manual workers** | **3,970** | 3,819 | 151 | **10** | 10 | 0 | **10** | 10 | 0 | **95** | 77 | 18 |
| **Total number of employees** | **11,293** | **6,920** | **4,373** | **72** | **46** | **26** | **44** | **26** | **18** | **348** | **199** | **149** |

## Table 7.8

### MEMBERS OF DESIGNATED GROUPS HIRED IN FULL-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 83 | 71 | 12 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 1 | 1 |
| Middle or other managers | 927 | 622 | 305 | 4 | 2 | 2 | 6 | 6 | 0 | 32 | 26 | 6 |
| Professionals | 602 | 392 | 210 | 1 | 1 | 0 | 5 | 5 | 0 | 68 | 46 | 22 |
| Semi-professionals and technicians | 1,794 | 1,277 | 517 | 7 | 2 | 5 | 12 | 7 | 5 | 51 | 30 | 21 |
| Supervisors | 149 | 67 | 82 | 1 | 0 | 1 | 0 | 0 | 0 | 6 | 2 | 4 |
| Foremen/women | 28 | 22 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Clerical workers | 3,338 | 666 | 2,672 | 23 | 7 | 16 | 25 | 5 | 20 | 262 | 68 | 194 |
| Sales workers | 930 | 543 | 387 | 2 | 1 | 1 | 5 | 4 | 1 | 43 | 23 | 20 |
| Service workers | 36 | 26 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Skilled crafts and trades workers | 1,028 | 980 | 48 | 4 | 3 | 1 | 2 | 2 | 0 | 47 | 45 | 2 |
| Semi-skilled manual workers | 533 | 468 | 65 | 3 | 3 | 0 | 4 | 3 | 1 | 39 | 35 | 4 |
| Other manual workers | 737 | 669 | 68 | 2 | 2 | 0 | 1 | 1 | 0 | 68 | 66 | 2 |
| Total number of employees | 10,185 | 5,803 | 4,382 | 47 | 21 | 26 | 61 | 34 | 27 | 620 | 344 | 276 |

## Table 7.9

### MEMBERS OF DESIGNATED GROUPS HIRED IN PART-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Middle or other managers** | **1** | 0 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Professionals** | **4** | 1 | 3 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Semi-professionals and technicians** | **665** | 437 | 228 | **3** | 1 | 2 | **9** | 6 | 3 | **7** | 5 | 2 |
| **Supervisors** | **3** | 1 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Foremen/women** | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Clerical workers** | **3,130** | 645 | 2,485 | **4** | 1 | 3 | **13** | 7 | 6 | **250** | 57 | 193 |
| **Sales workers** | **320** | 128 | 192 | **3** | 1 | 2 | **0** | 0 | 0 | **28** | 16 | 12 |
| **Service workers** | **8** | 2 | 6 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Skilled crafts and trades workers** | **440** | 391 | 49 | **4** | 4 | 0 | **2** | 2 | 0 | **11** | 9 | 2 |
| **Semi-skilled manual workers** | **481** | 406 | 75 | **3** | 3 | 0 | **9** | 8 | 1 | **30** | 18 | 12 |
| **Other manual workers** | **1,543** | 1,463 | 80 | **8** | 8 | 0 | **0** | 0 | 0 | **490** | 483 | 7 |
| **Total number of employees** | **6,596** | **3,475** | **3,121** | **25** | **18** | **7** | **33** | **23** | **10** | **818** | **590** | **228** |

## Table 7.10

### MEMBERS OF DESIGNATED GROUPS HIRED IN FULL-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 36 | 27 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 189 | 135 | 54 | 0 | 0 | 0 | 4 | 3 | 1 | 9 | 7 | 2 |
| Professionals | 513 | 363 | 150 | 2 | 1 | 1 | 6 | 4 | 2 | 38 | 29 | 9 |
| Semi-professionals and technicians | 333 | 238 | 95 | 3 | 3 | 0 | 4 | 3 | 1 | 21 | 21 | 0 |
| Supervisors | 37 | 30 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Foremen/women | 21 | 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 741 | 102 | 639 | 14 | 3 | 11 | 10 | 3 | 7 | 49 | 8 | 41 |
| Sales workers | 89 | 71 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 |
| Service workers | 431 | 211 | 220 | 10 | 5 | 5 | 2 | 2 | 0 | 59 | 25 | 34 |
| Skilled crafts and trades workers | 203 | 199 | 4 | 6 | 5 | 1 | 1 | 1 | 0 | 3 | 3 | 0 |
| Semi-skilled manual workers | 384 | 377 | 7 | 13 | 13 | 0 | 2 | 2 | 0 | 7 | 7 | 0 |
| Other manual workers | 1,177 | 959 | 218 | 16 | 15 | 1 | 3 | 3 | 0 | 12 | 11 | 1 |
| Total number of employees | 4,154 | 2,733 | 1,421 | 64 | 45 | 19 | 32 | 21 | 11 | 202 | 113 | 89 |

## Table 7.11

### MEMBERS OF DESIGNATED GROUPS HIRED IN PART-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionals and technicians | 80 | 67 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Supervisors | 19 | 9 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 189 | 32 | 157 | 0 | 0 | 0 | 1 | 0 | 1 | 7 | 1 | 6 |
| Sales workers | 13 | 3 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers | 350 | 240 | 110 | 2 | 0 | 2 | 2 | 2 | 0 | 12 | 8 | 4 |
| Skilled crafts and trades workers | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers | 68 | 66 | 2 | 1 | 1 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| Other manual workers | 102 | 90 | 12 | 2 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Total number of employees | 835 | 516 | 319 | 5 | 3 | 2 | 5 | 4 | 1 | 20 | 10 | 10 |

## Table 8.1

### MEMBERS OF DESIGNATED GROUPS TERMINATED IN FULL-TIME EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 467 | 444 | 23 | 1 | 1 | 0 | 11 | 11 | 0 | 12 | 10 | 2 |
| Middle or other managers | 5,572 | 4,085 | 1,487 | 18 | 12 | 6 | 91 | 72 | 19 | 270 | 168 | 102 |
| Professionals | 2,943 | 1,874 | 1,069 | 13 | 5 | 8 | 61 | 50 | 11 | 344 | 238 | 106 |
| Semi-professionals and technicians | 3,200 | 2,479 | 721 | 18 | 15 | 3 | 47 | 43 | 4 | 84 | 63 | 21 |
| Supervisors | 1,795 | 830 | 965 | 10 | 4 | 6 | 27 | 15 | 12 | 96 | 39 | 57 |
| Foremen/women | 1,174 | 1,120 | 54 | 5 | 5 | 0 | 26 | 26 | 0 | 14 | 12 | 2 |
| Clerical workers | 21,117 | 4,823 | 16,314 | 176 | 37 | 139 | 376 | 114 | 262 | 1,672 | 397 | 1,275 |
| Sales workers | 2,031 | 1,274 | 758 | 14 | 8 | 6 | 18 | 14 | 4 | 54 | 29 | 25 |
| Service workers | 1,841 | 931 | 910 | 14 | 6 | 8 | 20 | 12 | 8 | 39 | 22 | 17 |
| Skilled crafts and trades workers | 4,774 | 4,684 | 90 | 35 | 35 | 0 | 99 | 99 | 0 | 163 | 157 | 6 |
| Semi-skilled manual workers | 10,193 | 9,786 | 407 | 115 | 106 | 9 | 102 | 101 | 1 | 181 | 172 | 9 |
| Other manual workers | 7,361 | 6,801 | 560 | 84 | 72 | 12 | 73 | 73 | 0 | 108 | 90 | 18 |
| Total number of employees | 62,468 | 39,131 | 23,358 | 503 | 306 | 197 | 951 | 630 | 321 | 3,037 | 1,397 | 1,640 |

## Table 8.2

### MEMBERS OF DESIGNATED GROUPS TERMINATED IN PART-TIME EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 73 | 15 | 58 | 0 | 0 | 0 | 3 | 1 | 2 | 2 | 1 | 1 |
| Professionals | 57 | 14 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 |
| Semi-professionals and technicians | 688 | 480 | 208 | 2 | 0 | 2 | 7 | 5 | 2 | 2 | 1 | 1 |
| Supervisors | 68 | 27 | 41 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Foremen/women | 10 | 7 | 3 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| Clerical workers | 10,760 | 1,611 | 9,154 | 73 | 22 | 51 | 149 | 23 | 126 | 705 | 156 | 549 |
| Sales workers | 916 | 257 | 659 | 6 | 3 | 3 | 4 | 1 | 3 | 37 | 13 | 24 |
| Service workers | 899 | 409 | 490 | 1 | 1 | 0 | 1 | 1 | 0 | 22 | 5 | 17 |
| Skilled crafts and trades workers | 284 | 227 | 57 | 1 | 1 | 0 | 0 | 0 | 0 | 7 | 5 | 2 |
| Semi-skilled manual workers | 2,183 | 2,000 | 183 | 13 | 12 | 1 | 3 | 3 | 0 | 62 | 52 | 10 |
| Other manual workers | 5,268 | 4,804 | 459 | 11 | 11 | 0 | 7 | 7 | 0 | 463 | 442 | 21 |
| Total number of employees | 21,207 | 9,852 | 11,355 | 107 | 50 | 57 | 176 | 43 | 133 | 1,304 | 677 | 627 |

## Table 8.3

### MEMBERS OF DESIGNATED GROUPS TERMINATED IN TEMPORARY EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 104 | 60 | 44 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 5 | 1 |
| Professionals | 828 | 441 | 387 | 2 | 0 | 2 | 2 | 0 | 2 | 12 | 4 | 8 |
| Semi-professionals and technicians | 599 | 273 | 326 | 4 | 3 | 1 | 5 | 4 | 1 | 8 | 2 | 6 |
| Supervisors | 6 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 582 | 110 | 472 | 1 | 0 | 1 | 4 | 1 | 3 | 51 | 10 | 41 |
| Sales workers | 31 | 9 | 22 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers | 46 | 27 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers | 73 | 63 | 10 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| Semi-skilled manual workers | 240 | 227 | 13 | 5 | 5 | 0 | 0 | 0 | 0 | 8 | 8 | 0 |
| Other manual workers | 1,151 | 1,035 | 116 | 13 | 11 | 2 | 4 | 4 | 0 | 5 | 4 | 1 |
| Total number of employees | 3,665 | 2,251 | 1,414 | 25 | 19 | 6 | 16 | 10 | 6 | 91 | 34 | 57 |

## Table 8.4

### MEMBERS OF DESIGNATED GROUPS TERMINATED IN FULL-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 147 | 141 | 6 | 0 | 0 | 0 | 4 | 4 | 0 | 6 | 6 | 0 |
| Middle or other managers | 2,915 | 1,886 | 1,029 | 3 | 1 | 2 | 68 | 52 | 16 | 202 | 120 | 82 |
| Professionals | 1,589 | 870 | 719 | 6 | 1 | 5 | 40 | 31 | 9 | 215 | 133 | 82 |
| Semi-professionals and technicians | 170 | 75 | 95 | 1 | 0 | 1 | 2 | 0 | 2 | 11 | 5 | 6 |
| Supervisors | 796 | 152 | 644 | 5 | 0 | 5 | 17 | 5 | 12 | 69 | 18 | 51 |
| Foremen/women | 3 | 3 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| Clerical workers | 11,279 | 1,511 | 9,768 | 106 | 13 | 93 | 243 | 37 | 206 | 1,247 | 243 | 1,004 |
| Sales workers | 88 | 55 | 33 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 3 | 3 |
| Service workers | 65 | 56 | 9 | 2 | 1 | 1 | 5 | 4 | 1 | 1 | 0 | 1 |
| Skilled crafts and trades workers | 20 | 18 | 2 | 1 | 1 | 0 | 1 | 1 | 0 | 3 | 2 | 1 |
| Semi-skilled manual workers | 10 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other manual workers | 77 | 66 | 11 | 0 | 0 | 0 | 2 | 2 | 0 | 8 | 7 | 1 |
| Total number of employees | 17,159 | 4,843 | 12,316 | 124 | 17 | 107 | 384 | 138 | 246 | 1,768 | 537 | 1,231 |

## Table 8.5

### MEMBERS OF DESIGNATED GROUPS TERMINATED IN PART-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 61 | 9 | 52 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 1 | 1 |
| Professionals | 43 | 8 | 35 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 |
| Semi-professionals and technicians | 13 | 1 | 12 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Supervisors | 21 | 1 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 7,489 | 846 | 6,643 | 46 | 4 | 42 | 131 | 17 | 114 | 502 | 95 | 407 |
| Sales workers | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other manual workers | 11 | 9 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees | 7,646 | 876 | 6,770 | 46 | 4 | 42 | 133 | 17 | 116 | 507 | 97 | 410 |

## Table 8.6

### MEMBERS OF DESIGNATED GROUPS TERMINATED IN FULL-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 136 | 130 | 6 | 1 | 1 | 0 | 5 | 5 | 0 | 4 | 3 | 1 |
| Middle or other managers | 1,105 | 978 | 127 | 7 | 5 | 2 | 8 | 8 | 0 | 19 | 12 | 7 |
| Professionals | 455 | 353 | 102 | 1 | 1 | 0 | 10 | 9 | 1 | 50 | 39 | 11 |
| Semi-professionals and technicians | 1,032 | 935 | 97 | 6 | 6 | 0 | 19 | 19 | 0 | 27 | 20 | 7 |
| Supervisors | 529 | 364 | 165 | 2 | 1 | 1 | 4 | 4 | 0 | 17 | 14 | 3 |
| Foremen/women | 868 | 843 | 25 | 4 | 4 | 0 | 20 | 20 | 0 | 8 | 7 | 1 |
| Clerical workers | 4,916 | 1,661 | 3,275 | 34 | 16 | 18 | 50 | 23 | 27 | 189 | 72 | 117 |
| Sales workers | 986 | 590 | 397 | 10 | 5 | 5 | 8 | 8 | 0 | 24 | 13 | 11 |
| Service workers | 1,115 | 490 | 625 | 12 | 5 | 7 | 14 | 7 | 7 | 34 | 20 | 14 |
| Skilled crafts and trades workers | 3,457 | 3,427 | 30 | 22 | 22 | 0 | 73 | 73 | 0 | 132 | 128 | 4 |
| Semi-skilled manual workers | 9,009 | 8,674 | 335 | 100 | 92 | 8 | 70 | 69 | 1 | 150 | 145 | 5 |
| Other manual workers | 5,220 | 4,989 | 231 | 64 | 55 | 9 | 35 | 35 | 0 | 55 | 41 | 14 |
| Total number of employees | 28,828 | 23,434 | 5,415 | 263 | 213 | 50 | 316 | 280 | 36 | 709 | 514 | 195 |

## Table 8.7

### MEMBERS OF DESIGNATED GROUPS TERMINATED IN PART-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 5 | 3 | 2 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Professionals | 5 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionals and technicians | 11 | 9 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Supervisors | 4 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women | 8 | 5 | 3 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| Clerical workers | 1,177 | 273 | 909 | 23 | 18 | 5 | 6 | 2 | 4 | 47 | 11 | 36 |
| Sales workers | 659 | 142 | 517 | 4 | 2 | 2 | 3 | 0 | 3 | 19 | 3 | 16 |
| Service workers | 428 | 120 | 308 | 1 | 1 | 0 | 0 | 0 | 0 | 19 | 3 | 16 |
| Skilled crafts and trades workers | 40 | 39 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers | 1,632 | 1,520 | 112 | 11 | 11 | 0 | 1 | 1 | 0 | 34 | 34 | 0 |
| Other manual workers | 3,961 | 3,592 | 364 | 7 | 7 | 0 | 7 | 7 | 0 | 59 | 47 | 12 |
| Total number of employees | 7,930 | 5,710 | 2,220 | 46 | 39 | 7 | 20 | 13 | 7 | 178 | 98 | 80 |

## Table 8.8

### MEMBERS OF DESIGNATED GROUPS TERMINATED IN FULL-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 118 | 113 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Middle or other managers | 1,046 | 791 | 255 | 2 | 1 | 1 | 7 | 7 | 0 | 38 | 26 | 12 |
| Professionals | 478 | 356 | 122 | 3 | 2 | 1 | 8 | 7 | 1 | 52 | 45 | 7 |
| Semi-professionals and technicians | 1,678 | 1,223 | 455 | 11 | 9 | 2 | 21 | 20 | 1 | 39 | 33 | 6 |
| Supervisors | 325 | 219 | 106 | 2 | 2 | 0 | 4 | 4 | 0 | 9 | 7 | 2 |
| Foremen/women | 190 | 162 | 28 | 1 | 1 | 0 | 1 | 1 | 0 | 5 | 4 | 1 |
| Clerical workers | 4,137 | 1,515 | 2,622 | 25 | 7 | 18 | 72 | 48 | 24 | 211 | 77 | 134 |
| Sales workers | 863 | 547 | 316 | 4 | 3 | 1 | 8 | 4 | 4 | 23 | 12 | 11 |
| Service workers | 65 | 40 | 25 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 1 | 1 |
| Skilled crafts and trades workers | 922 | 876 | 46 | 5 | 5 | 0 | 14 | 14 | 0 | 21 | 20 | 1 |
| Semi-skilled manual workers | 492 | 429 | 63 | 2 | 2 | 0 | 3 | 3 | 0 | 28 | 24 | 4 |
| Other manual workers | 648 | 589 | 59 | 3 | 3 | 0 | 6 | 6 | 0 | 39 | 37 | 2 |
| Total number of employees | 10,962 | 6,860 | 4,102 | 58 | 35 | 23 | 145 | 115 | 30 | 468 | 287 | 181 |

## Table 8.9

### MEMBERS OF DESIGNATED GROUPS TERMINATED IN PART-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Middle or other managers** | **4** | 1 | 3 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Professionals** | **3** | 1 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Semi-professionals and technicians** | **595** | 413 | 182 | **2** | 0 | 2 | **6** | 5 | 1 | **2** | 1 | 1 |
| **Supervisors** | **22** | 16 | 6 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Foremen/women** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Clerical workers** | **1,874** | 427 | 1,447 | **4** | 0 | 4 | **12** | 4 | 8 | **139** | 44 | 95 |
| **Sales workers** | **240** | 108 | 132 | **2** | 1 | 1 | **1** | 1 | 0 | **17** | 9 | 8 |
| **Service workers** | **21** | 6 | 15 | **0** | 0 | 0 | **0** | 0 | 0 | **3** | 2 | 1 |
| **Skilled crafts and trades workers** | **235** | 185 | 50 | **1** | 1 | 0 | **0** | 0 | 0 | **7** | 5 | 2 |
| **Semi-skilled manual workers** | **503** | 433 | 70 | **1** | 0 | 1 | **0** | 0 | 0 | **28** | 18 | 10 |
| **Other manual workers** | **1,244** | 1,164 | 80 | **4** | 4 | 0 | **0** | 0 | 0 | **404** | 395 | 9 |
| **Total number of employees** | **4,742** | **2,755** | **1,987** | **14** | **6** | **8** | **19** | **10** | **9** | **601** | **475** | **126** |

## Table 8.10

### MEMBERS OF DESIGNATED GROUPS TERMINATED IN FULL-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 66 | 60 | 6 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 0 | 1 |
| Middle or other managers | 506 | 430 | 76 | 6 | 5 | 1 | 8 | 5 | 3 | 11 | 10 | 1 |
| Professionals | 421 | 295 | 126 | 3 | 1 | 2 | 3 | 3 | 0 | 27 | 21 | 6 |
| Semi-professionals and technicians | 320 | 246 | 74 | 0 | 0 | 0 | 5 | 4 | 1 | 7 | 5 | 2 |
| Supervisors | 145 | 95 | 50 | 1 | 1 | 0 | 2 | 2 | 0 | 1 | 0 | 1 |
| Foremen/women | 113 | 112 | 1 | 0 | 0 | 0 | 3 | 3 | 0 | 1 | 1 | 0 |
| Clerical workers | 785 | 136 | 649 | 11 | 1 | 10 | 11 | 6 | 5 | 25 | 5 | 20 |
| Sales workers | 94 | 82 | 12 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| Service workers | 596 | 345 | 251 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| Skilled crafts and trades workers | 375 | 363 | 12 | 7 | 7 | 0 | 11 | 11 | 0 | 7 | 7 | 0 |
| Semi-skilled manual workers | 682 | 673 | 9 | 13 | 12 | 1 | 29 | 29 | 0 | 3 | 3 | 0 |
| Other manual workers | 1,416 | 1,157 | 259 | 17 | 14 | 3 | 30 | 30 | 0 | 6 | 5 | 1 |
| Total number of employees | 5,519 | 3,994 | 1,525 | 58 | 41 | 17 | 106 | 97 | 9 | 92 | 59 | 33 |

## Table 8.11

### MEMBERS OF DESIGNATED GROUPS TERMINATED IN PART-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 3 | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Professionals | 6 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionals and technicians | 69 | 57 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Supervisors | 21 | 7 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 220 | 65 | 155 | 0 | 0 | 0 | 0 | 0 | 0 | 17 | 6 | 11 |
| Sales workers | 14 | 5 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Service workers | 445 | 283 | 162 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers | 9 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers | 48 | 47 | 1 | 1 | 1 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| Other manual workers | 52 | 39 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees | 889 | 511 | 378 | 1 | 1 | 0 | 4 | 3 | 1 | 18 | 7 | 11 |

# Table 9.1

## THE NET EFFECT OF HIRINGS AND TERMINATIONS ON MEMBERS OF DESIGNATED GROUPS BY SEX

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Workforce and employment changes** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| ***Permanent Full-time employees*** | | | | | | | | | | | | |
| **Total Workforce** | **531,466** | 326,559 | 204,900 | **3,892** | 2,474 | 1,418 | **9,482** | 6 ,393 | 3,089 | **30,637** | 14,099 | 16,541 |
| **Total Hirings** | **62,946** | 37,040 | 25,918 | **539** | 342 | 197 | **512** | 276 | 236 | **4,939** | 2,334 | 2,605 |
| **Total Terminations** | **(62,468)** | (39,131) | (23,358) | **(503)** | (306) | (197) | **(951)** | (630) | (321) | **(3,037)** | (1,397) | (1,640) |
| **Net effect (estimate)** | **478** | (2,091) | 2,560 | **36** | 36 | 0 | **(439)** | (354) | (85) | **1,902** | 937 | 965 |
| ***Permanent Part-time employees*** | | | | | | | | | | | | |
| **Total Workforce** | **61,162** | 15,772 | 45,390 | **389** | 104 | 285 | **750** | 189 | 561 | **3,352** | 901 | 2,462 |
| **Total Hirings** | **28,025** | 12,115 | 15,910 | **151** | 69 | 82 | **233** | 87 | 146 | **2,016** | 985 | 1,031 |
| **Total Terminations** | **(21,207)** | (9,852) | (11,355) | **(107)** | (50) | (57) | **(176)** | (43) | (133) | **(1,304)** | (677) | (627) |
| **Net effect (estimate)** | **6,818** | 2,263 | 4,555 | **44** | 19 | 25 | **57** | 44 | 13 | **712** | 308 | 404 |

## Table 9.1 (Cont'd)

### THE NET EFFECT OF HIRNGS AND TERMINATIONS ON MEMBERS OF DESIGNATED GROUPS BY SEX

| Workforce and employment changes | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| ***Temporary employee*** | | | | | | | | | | | | |
| | **8,998** | 5,862 | 3,136 | **83** | 52 | 31 | **57** | 44 | 13 | **243** | 91 | 152 |
| **Total Workforce** | **5,190** | 3,265 | 1,925 | **35** | 23 | 12 | **306** | 42 | 264 | **97** | 60 | 37 |
| **Total Hirings** | **(3,665)** | (2,251) | (1,414) | **(25)** | (19) | ( 6) | **(16)** | (10) | (6) | **(91)** | (34) | (57) |
| **Total Terminations** | 1,525 | 1,014 | 511 | **10** | 4 | 6 | **290** | 32 | 258 | **6** | 26 | 20 |
| **Net effect (estimate)** | | | | | | | | | | | | |

## Table 9.2

### THE NET EFFECT OF HIRINGS AND TERMINATIONS IN THE BANKING SECTOR ON MEMBERS OF DESIGNATED GROUPS BY SEX

| | All Employees | | | Aboriginal Peoples | Persons With Disabilities | Members of Visible Minorities |
|---|---|---|---|---|---|---|
| Workforce and employment changes | Total | Men | Women | Total | Total | Total |
| **Total Workforce** | **175,369** | 41,942 | 133,427 | **963** | **3,549** | **18,416** |
| **Total Hirings** | **25,160** | 6,299 | 18,851 | **122** | **657** | **3,491** |
| **Total Terminations** | **(24,978)** | (5,737) | (19,241) | **(171)** | **(520)** | **(2,317)** |
| **Net effect (estimate)** | **182** | 562 | (390) | **(49)** | **137** | **1,174** |

## Table 9.3

### THE NET EFFECT OF HIRINGS AND TERMINATIONS ON MEMBERS OF DESIGNATED GROUPS IN THE TRANSPORTATION SECTOR BY SEX

| | All Employees | | | Aboriginal Peoples | Persons With Disabilities | Members of Visible Minorities |
|---|---|---|---|---|---|---|
| Workforce and employment changes | Total | Men | Women | Total | Total | Total |
| **Total Workforce** | **208,265** | 169,395 | 38,857 | **1,781** | **3,279** | **6,748** |
| **Total Hirings** | **46,424** | 32,098 | 14,348 | **438** | **249** | **1,854** |
| **Total Terminations** | **(38,211)** | (30,342) | (7,890) | **(322)** | **(340)** | **(906)** |
| **Net effect (estimate)** | **8,213** | 1,756 | 6,458 | **116** | **(91)** | **948** |

## Table 9.4

### THE NET EFFECT OF HIRINGS AND TERMINATIONS ON MEMBERS OF DESIGNATED GROUPS IN THE COMMUNICATIONS SECTOR BY SEX

| | All Employees | | | Aboriginal Peoples | Persons With Disabilities | Members of Visible Minorities |
|---|---|---|---|---|---|---|
| Workforce and employment changes | Total | Men | Women | Total | Total | Total |
| **Total Workforce** | **173,774** | 102,599 | 71,181 | **1,093** | **2,387** | **7,679** |
| **Total Hirings** | **19,154** | 10,492 | 8,662 | **85** | **103** | **1,477** |
| **Total Terminations** | **(17,544)** | (10,520) | (7,024) | **(78)** | **(172)** | **(1,094)** |
| **Net effect (estimate)** | **1,610** | (28) | 1,638 | **7** | **(69)** | **383** |

## Table 9.5

### THE NET EFFECT OF HIRINGS AND TERMINATIONS ON MEMBERS OF DESIGNATED GROUPS IN THE OTHER SECTORS BY SEX

| | All Employees | | | Aboriginal Peoples | Persons With Disabilities | Members of Visible Minorities |
|---|---|---|---|---|---|---|
| Workforce and employment changes | Total | Men | Women | Total | Total | Total |
| **Total Workforce** | **44,218** | 34,257 | 9,961 | **527** | **1,074** | **1,389** |
| **Total Hirings** | **5,423** | 3,531 | 1,892 | **80** | **42** | **230** |
| **Total Terminations** | **(6,607)** | (4,635) | (1,972) | **(64)** | **(111)** | **(115)** |
| **Net effect (estimate)** | **(1,184)** | (1,104) | (80) | **16** | **(69)** | **115** |

## Table 10.1

### MEMBERS OF DESIGNATED GROUPS PROMOTED IN FULL-TIME EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons with Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 593 | 533 | 60 | 3 | 3 | 0 | 12 | 12 | 0 | 12 | 10 | 2 |
| Middle or other managers | 16,295 | 9,056 | 7,239 | 59 | 29 | 30 | 208 | 121 | 87 | 951 | 447 | 504 |
| Professionals | 6,140 | 2,911 | 3,229 | 18 | 6 | 12 | 80 | 37 | 43 | 734 | 390 | 344 |
| Semi-professionals and technicians | 3,070 | 2,257 | 813 | 10 | 10 | 0 | 40 | 31 | 9 | 91 | 64 | 27 |
| Supervisors | 4,659 | 1,376 | 3,283 | 25 | 5 | 20 | 65 | 24 | 41 | 423 | 110 | 313 |
| Foremen/women | 1,683 | 1,618 | 70 | 16 | 15 | 1 | 22 | 22 | 0 | 34 | 24 | 10 |
| Clerical workers | 24,864 | 4,485 | 20,380 | 164 | 24 | 140 | 381 | 99 | 282 | 2,509 | 466 | 2,043 |
| Sales workers | 878 | 388 | 490 | 4 | 1 | 3 | 4 | 3 | 1 | 33 | 13 | 20 |
| Service workers | 271 | 159 | 112 | 3 | 1 | 2 | 1 | 1 | 0 | 12 | 6 | 6 |
| Skilled crafts and trades workers | 2,607 | 2,513 | 94 | 22 | 21 | 1 | 41 | 40 | 1 | 100 | 95 | 5 |
| Semi-skilled manual workers | 2,352 | 2,221 | 131 | 41 | 36 | 5 | 46 | 43 | 3 | 45 | 41 | 4 |
| Other manual workers | 1,500 | 1,428 | 72 | 32 | 31 | 1 | 30 | 29 | 1 | 30 | 28 | 2 |
| Total number of employees | 64,912 | 28,945 | 35,973 | 397 | 182 | 215 | 930 | 462 | 468 | 4,974 | 1,694 | 3,280 |

## Table 10.2

### MEMBERS OF DESIGNATED GROUPS PROMOTED IN PART-TIME EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 102 | 6 | 96 | 0 | 0 | 0 | 2 | 0 | 2 | 7 | 0 | 7 |
| Professionals | 51 | 2 | 49 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 |
| Semi-professionals and technicians | 34 | 20 | 14 | 1 | 0 | 1 | 2 | 0 | 2 | 1 | 1 | 0 |
| Supervisors | 127 | 64 | 63 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | 9 | 2 |
| Foremen/women | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 2,994 | 313 | 2,681 | 14 | 1 | 13 | 55 | 4 | 51 | 204 | 26 | 178 |
| Sales workers | 55 | 12 | 43 | 0 | 0 | 0 | 2 | 0 | 2 | 4 | 1 | 3 |
| Service workers | 37 | 27 | 10 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| Skilled crafts and trades workers | 13 | 12 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers | 36 | 34 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| Other manual workers | 46 | 36 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Total number of employees | 3,496 | 527 | 2,969 | 15 | 1 | 14 | 64 | 5 | 59 | 231 | 40 | 191 |

## Table 10.3

### MEMBERS OF DESIGNATED GROUPS PROMOTED IN TEMPORARY EMPLOYMENT BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 16 | 6 | 10 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 9 | 7 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionals and technicians | 12 | 8 | 4 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Supervisors | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women | 5 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 55 | 20 | 35 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers | 7 | 7 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers | 21 | 19 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other manual workers | 35 | 32 | 3 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Total number of employees | 163 | 106 | 57 | 4 | 3 | 1 | 3 | 3 | 0 | 0 | 0 | 0 |

## Table 10.4

### MEMBERS OF DESIGNATED GROUPS PROMOTED IN FULL-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 239 | 216 | 23 | 0 | 0 | 0 | 9 | 9 | 0 | 7 | 7 | 0 |
| Middle or other managers | 11,870 | 5,804 | 6,066 | 38 | 16 | 22 | 172 | 93 | 79 | 801 | 331 | 470 |
| Professionals | 4,697 | 1,883 | 2,814 | 14 | 2 | 12 | 71 | 29 | 42 | 611 | 300 | 311 |
| Semi-professionals and technicians | 436 | 133 | 303 | 0 | 0 | 0 | 6 | 1 | 5 | 20 | 11 | 9 |
| Supervisors | 2,912 | 418 | 2,494 | 16 | 1 | 15 | 46 | 11 | 35 | 353 | 64 | 289 |
| Foremen/women | 6 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Clerical workers | 16,088 | 1,648 | 14,440 | 115 | 11 | 104 | 265 | 46 | 219 | 2,131 | 371 | 1,760 |
| Sales workers | 113 | 66 | 47 | 1 | 1 | 0 | 1 | 1 | 0 | 10 | 4 | 6 |
| Service workers | 21 | 19 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| Skilled crafts and trades workers | 26 | 21 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 0 |
| Semi-skilled manual workers | 9 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Other manual workers | 13 | 12 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees | 36,430 | 10,235 | 26,195 | 184 | 31 | 153 | 570 | 190 | 380 | 3,940 | 1,094 | 2,846 |

## Table 10.5

### MEMBERS OF DESIGNATED GROUPS PROMOTED IN PART-TIME EMPLOYMENT IN THE BANKING SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 95 | 5 | 90 | 0 | 0 | 0 | 1 | 0 | 1 | 7 | 0 | 7 |
| Professionals | 47 | 1 | 46 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 |
| Semi-professionals and technicians | 6 | 1 | 5 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Supervisors | 46 | 7 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Foremen/women | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 2,490 | 173 | 2,317 | 12 | 0 | 12 | 47 | 2 | 45 | 186 | 22 | 164 |
| Sales workers | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other manual workers | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees | 2,688 | 190 | 2,498 | 12 | 0 | 12 | 51 | 2 | 49 | 195 | 22 | 173 |

## Table 10.6

### MEMBERS OF DESIGNATED GROUPS PROMOTED IN FULL-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 180 | 170 | 10 | 2 | 2 | 0 | 2 | 2 | 0 | 4 | 3 | 1 |
| Middle or other managers | 1,712 | 1,435 | 277 | 6 | 6 | 0 | 11 | 10 | 1 | 50 | 40 | 10 |
| Professionals | 413 | 311 | 102 | 0 | 0 | 0 | 3 | 3 | 0 | 29 | 20 | 9 |
| Semi-professionals and technicians | 1,314 | 1,154 | 160 | 6 | 6 | 0 | 18 | 18 | 0 | 35 | 27 | 8 |
| Supervisors | 675 | 412 | 263 | 2 | 2 | 0 | 5 | 3 | 2 | 30 | 21 | 9 |
| Foremen/women | 1,333 | 1,292 | 46 | 14 | 14 | 0 | 19 | 19 | 0 | 29 | 20 | 9 |
| Clerical workers | 2,880 | 1,316 | 1,565 | 14 | 6 | 8 | 45 | 33 | 12 | 123 | 51 | 72 |
| Sales workers | 303 | 172 | 131 | 1 | 0 | 1 | 2 | 2 | 0 | 10 | 5 | 5 |
| Service workers | 213 | 107 | 106 | 3 | 1 | 2 | 1 | 1 | 0 | 10 | 5 | 5 |
| Skilled crafts and trades workers | 1,576 | 1,547 | 29 | 11 | 11 | 0 | 23 | 23 | 0 | 57 | 56 | 1 |
| Semi-skilled manual workers | 1,583 | 1,514 | 69 | 16 | 15 | 1 | 28 | 27 | 1 | 26 | 25 | 1 |
| Other manual workers | 958 | 929 | 29 | 22 | 21 | 1 | 20 | 20 | 0 | 17 | 16 | 1 |
| Total number of employees | 13,140 | 10,359 | 2,787 | 97 | 84 | 13 | 177 | 161 | 16 | 420 | 289 | 131 |

## Table 10.7

### MEMBERS OF DESIGNATED GROUPS PROMOTED IN PART-TIME EMPLOYMENT IN THE TRANSPORTATION SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionals and technicians | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Supervisors | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Foremen/women | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 45 | 6 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 |
| Sales workers | 27 | 5 | 22 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Service workers | 4 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers | 20 | 19 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Other manual workers | 24 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Total number of employees | 128 | 60 | 68 | 0 | 0 | 0 | 1 | 0 | 1 | 5 | 3 | 2 |

## Table 10.8

### MEMBERS OF DESIGNATED GROUPS PROMOTED IN FULL-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 114 | 97 | 17 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 2,065 | 1,298 | 767 | 11 | 5 | 6 | 15 | 9 | 6 | 83 | 62 | 21 |
| Professionals | 481 | 336 | 145 | 3 | 3 | 0 | 3 | 2 | 1 | 60 | 42 | 18 |
| Semi-professionals and technicians | 954 | 720 | 234 | 2 | 2 | 0 | 10 | 6 | 4 | 25 | 17 | 8 |
| Supervisors | 900 | 441 | 459 | 5 | 2 | 3 | 13 | 9 | 4 | 29 | 16 | 13 |
| Foremen/women | 153 | 130 | 23 | 1 | 0 | 1 | 1 | 1 | 0 | 2 | 1 | 1 |
| Clerical workers | 5,209 | 1,408 | 3,801 | 32 | 7 | 25 | 59 | 17 | 42 | 234 | 38 | 196 |
| Sales workers | 405 | 106 | 299 | 2 | 0 | 2 | 1 | 0 | 1 | 11 | 2 | 9 |
| Service workers | 7 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers | 823 | 766 | 57 | 6 | 5 | 1 | 15 | 14 | 1 | 38 | 35 | 3 |
| Semi-skilled manual workers | 271 | 223 | 48 | 1 | 1 | 0 | 6 | 4 | 2 | 11 | 8 | 3 |
| Other manual workers | 117 | 91 | 26 | 1 | 1 | 0 | 2 | 2 | 0 | 8 | 7 | 1 |
| Total number of employees | 11,499 | 5,620 | 5,879 | 64 | 26 | 38 | 125 | 64 | 61 | 501 | 228 | 273 |

## Table 10.9

### MEMBERS OF DESIGNATED GROUPS PROMOTED IN PART-TIME EMPLOYMENT IN THE COMMUNICATIONS SECTOR BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or other managers | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionals and technicians | 18 | 10 | 8 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 1 | 0 |
| Supervisors | 61 | 45 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 8 | 0 |
| Foremen/women | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical workers | 396 | 125 | 271 | 2 | 1 | 1 | 8 | 2 | 6 | 14 | 3 | 11 |
| Sales workers | 23 | 5 | 18 | 0 | 0 | 0 | 1 | 0 | 1 | 4 | 1 | 3 |
| Service workers | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers | 11 | 10 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-skilled manual workers | 13 | 12 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Other manual workers | 19 | 9 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total number of employees | 543 | 216 | 327 | 3 | 1 | 2 | 10 | 2 | 8 | 28 | 13 | 15 |

## Table 10.10

### MEMBERS OF DESIGNATED GROUPS PROMOTED IN FULL-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Upper-level managers | 60 | 50 | 10 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 1 |
| Middle or other managers | 648 | 519 | 129 | 4 | 2 | 2 | 10 | 9 | 1 | 17 | 14 | 3 |
| Professionals | 549 | 381 | 168 | 1 | 1 | 0 | 3 | 3 | 0 | 34 | 28 | 6 |
| Semi-professionals and technicians | 366 | 250 | 116 | 2 | 2 | 0 | 6 | 6 | 0 | 11 | 9 | 2 |
| Supervisors | 172 | 105 | 67 | 2 | 0 | 2 | 1 | 1 | 0 | 11 | 9 | 2 |
| Foremen/women | 191 | 190 | 1 | 1 | 1 | 0 | 2 | 2 | 0 | 2 | 2 | 0 |
| Clerical workers | 687 | 113 | 574 | 3 | 0 | 3 | 12 | 3 | 9 | 21 | 6 | 15 |
| Sales workers | 57 | 44 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 |
| Service workers | 30 | 29 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Skilled crafts and trades workers | 182 | 179 | 3 | 5 | 5 | 0 | 3 | 3 | 0 | 2 | 1 | 1 |
| Semi-skilled manual workers | 489 | 475 | 14 | 24 | 20 | 4 | 12 | 12 | 0 | 7 | 7 | 0 |
| Other manual workers | 412 | 396 | 16 | 9 | 9 | 0 | 8 | 7 | 1 | 5 | 5 | 0 |
| Total number of emplyees | 3,843 | 2,731 | 1,112 | 52 | 41 | 11 | 58 | 47 | 11 | 113 | 83 | 30 |

## Table 10.11

### MEMBERS OF DESIGNATED GROUPS PROMOTED IN PART-TIME EMPLOYMENT IN THE OTHER SECTORS BY SEX AND OCCUPATIONAL GROUP

| | All Employees | | | Aboriginal Peoples | | | Persons With Disabilities | | | Members of Visible Minorities | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Occupational Group** | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women | **Total** | Men | Women |
| **Upper-level managers** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Middle or other managers** | **5** | 1 | 4 | **0** | 0 | 0 | **1** | 0 | 1 | **0** | 0 | 0 |
| **Professionals** | **3** | 1 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Semi-professionals and technicians** | **9** | 8 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Supervisors** | **18** | 11 | 7 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Foremen/women** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Clerical workers** | **63** | 9 | 54 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 0 | 1 |
| **Salesworkers** | **2** | 0 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Service workers** | **32** | 26 | 6 | **0** | 0 | 0 | **1** | 1 | 0 | **1** | 1 | 0 |
| **Skilled crafts and trades workers** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Semi-skilled manual workers** | **3** | 3 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Other manual worker** | **2** | 2 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Total number of employees** | **137** | **61** | **76** | **0** | **0** | **0** | **2** | **1** | **1** | **3** | **2** | **1** |

## Table 11.1

### THE REPRESENTATION OF THE DESIGNATED GROUPS BY PROVINCE , 1987 AND 1988

| | Women | | Aboriginal Peoples | | Persons With Disabilities | | Members of Visible Minorities | |
|---|---|---|---|---|---|---|---|---|
| Provinces and Territories | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| Newfoundland | 38.36% | 39.20% | 0.55% | 0.50% | 1.04% | 1.11% | 0.71% | 0.72% |
| Nova Scotia | 34.44% | 35.28% | 0.45% | 0.47% | 3.47% | 3.20% | 1.29% | 1.45% |
| New Brunswick | 32.10% | 33.91% | 0.43% | 0.47% | 1.80% | 2.15% | 1.13% | 1.09% |
| Prince Edward Island | 37.95% | 38.60% | 0.21% | 0.14% | 1.25% | 1.80% | 1.04% | 0.97% |
| Quebec | 39.66% | 41.22% | 0.39% | 0.40% | 1.10% | 1.23% | 2.59% | 2.75% |
| Ontario | 44.17% | 45.37% | 0.66% | 0.69% | 1.63% | 1.69% | 7.25% | 8.35% |
| Manitoba | 30.45% | 31.49% | 1.05% | 1.37% | 1.69% | 1.99% | 2.58% | 3.11% |
| Saskatchewan | 35.06% | 36.15% | 1.42% | 1.45% | 1.80% | 1.91% | 1.23% | 1.37% |
| Alberta | 45.23% | 45.23% | 0.67% | 0.70% | 1.93% | 2.14% | 3.99% | 4.39% |
| British Columbia | 41.46% | 42.30% | 0.66% | 0.82% | 1.66% | 1.94% | 6.23% | 7.18% |
| Yukon | 31.40% | 30.35% | 3.80% | 4.47% | 0.80% | 0.58% | 1.40% | 1.36% |
| Northwest Territories | 21.91% | 23.52% | 9.64% | 11.33% | 1.40% | 1.06% | 2.53% | 2.81% |

## Table 11.2

### THE REPRESENTATION OF THE DESIGNATED GROUPS BY CENSUS METROPOLITAN AREA, 1987 AND 1988

| | Women | | Aboriginal Peoples | | Persons With Disabilities | | Members of Visible Minorities | |
|---|---|---|---|---|---|---|---|---|
| Provinces and Territories | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| Calgary | 47.57% | 47.66% | 0.54% | 0.54% | 1.87% | 2.13% | 5.60% | 5.88% |
| Edmonton | 25.82% | 45.70% | 0.38% | 0.65% | 1.15% | 2.44% | 2.53% | 4.63% |
| Halifax | 41.18% | 41.95% | 0.51% | 0.53% | 1.63% | 1.75% | 1.87% | 2.11% |
| Montreal | 38.93% | 40.42% | 0.32% | 0.34% | 1.14% | 1.29% | 2.98% | 3.20% |
| Regina | 42.86% | 45.18% | 0.36% | 0.41% | 2.36% | 2.17% | 1.57% | 1.63% |
| Toronto | 47.11% | 48.46% | 0.55% | 0.55% | 1.48% | 1.55% | 12.01% | 13.89% |
| Vancouver | 34.37% | 42.16% | 0.44% | 0.59% | 1.30% | 1.86% | 6.77% | 9.33% |
| Winnipeg | 32.70% | 34.16% | 0.82% | 0.96% | 1.75% | 1.85% | 2.86% | 3.44% |
| **Canada** | **40.90%** | **42.12%** | **0.66%** | **0.73%** | **1.59%** | **1.71%** | **4.99%** | **5.69%** |

## Table 11.3

### THE REPRESENTATION OF THE DESIGNATED GROUPS BY INDUSTRIAL SECTOR AND SELECTED SUB-SECTORS, 1987 AND 1988

| Industrial Sectors | Women | | Aboriginal Peoples | | Persons With Disabilities | | Members of Visible Minorities | |
|---|---|---|---|---|---|---|---|---|
| | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| • Banking | 76.11% | 76.08% | 0.56% | 0.55% | 1.80% | 2.02% | 9.46% | 10.50% |
| • Communications | 39.57% | 40.96% | 0.61% | 0.63% | 1.40% | 1.37% | 4.02% | 4.42% |
| Telecommunications broadcasting | 34.84% | 36.10% | 0.43% | 0.49% | 1.27% | 1.24% | 2.87% | 3.00% |
| Telecommunications carriers | 46.69% | 47.48% | 0.52% | 0.52% | 1.12% | 1.10% | 4.56% | 4.87% |
| Postal and courier service | 35.03% | 36.30% | 0.78% | 0.82% | 1.72% | 1.74% | 4.05% | 4.63% |

## Table 11.3 (Cont'd)

### THE REPRESENTATION OF THE DESIGNATED GROUPS BY INDUSTRIAL SECTOR AND SELECTED SUBSECTORS, 1987 AND 1988

| | Women | | Aboriginal Peoples | | Persons With Disabilities | | Members of Visible Minorities | |
|---|---|---|---|---|---|---|---|---|
| Industrial Sectors | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| • Transportation | 16.91% | 18.66% | 0.73% | 0.86% | 1.42% | 1.57% | 2.62% | 3.24% |
| Air transportation | 36.15% | 38.30% | 0.43% | 0.52% | 0.81% | 1.01% | 3.49% | 4.77% |
| Railway transportation | 8.09% | 8.69% | 0.78% | 0.86% | 1.61% | 1.80% | 2.68% | 2.88% |
| Water transportation | 11.78% | 12.60% | 1.40% | 1.66% | 1.48% | 1.68% | 3.37% | 3.83% |
| Services incidental to water | 6.61% | 6.29% | 0.77% | 1.41% | 1.56% | 2.06% | 1.14% | 2.07% |
| Truck transportation | 13.59% | 14.76% | 0.71% | 0.90% | 1.27% | 1.24% | 1.52% | 1.64% |
| Public passenger transit systems | 16.48% | 19.59% | 1.29% | 1.28% | 3.81% | 3.55% | 2.41% | 3.68% |
| Pipeline transport | 18.29% | 19.32% | 1.22% | 1.19% | 4.19% | 4.07% | 5.41% | 5.87% |
| • Other sectors | | | | | | | | |
| Metal mines | 21.06% | 22.53% | 0.92% | 1.19% | 2.32% | 2.43% | 2.58% | 3.14% |
| Grain elevators | 7.00% | 7.94% | 2.67% | 3.49% | 1.17% | 1.98% | 1.03% | 1.59% |
| Architectural, engineering, and Other scientific and technical Services | 14.25% | 15.65% | 0.47% | 0.72% | 1.42% | 1.96% | 1.06% | 1.15% |
| | 20.69% | 21.39% | 0.28% | 0.32% | 2.75% | 2.98% | 5.57% | 5.66% |
| **All Sectors** | **40.90%** | **42.12%** | **0.66%** | **0.73%** | **1.59%** | **1.71%** | **4.99%** | **5.69%** |

## Table 11.4

### THE REPRESENTATION OF THE DESIGNATED GROUPS BY OCCUPATIONAL GROUP, 1987 AND 1988

| | Women | | Aboriginal Peoples | | Persons With Disabilities | | Members of Visible Minorities | |
|---|---|---|---|---|---|---|---|---|
| Occupational Group | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| Upper-level managers | 4.65% | 5.65% | 0.18% | 0.22% | 1.63% | 1.63% | 2.05% | 2.30% |
| Middle or other managers | 33.17% | 35.50% | 0.44% | 0.45% | 1.53% | 1.68% | 4.38% | 5.01% |
| Professionals | 39.01% | 41.43% | 0.33% | 0.31% | 1.53% | 1.60% | 10.37% | 11.66% |
| Semi-professionals and technicians | 19.74% | 19.28% | 0.44% | 0.48% | 1.37% | 1.45% | 2.83% | 2.84% |
| Supervisors | 52.47% | 56.21% | 0.60% | 0.59% | 1.78% | 1.91% | 7.06% | 7.58% |
| Foremen/women | 1.91% | 2.24% | 0.99% | 1.23% | 1.95% | 2.08% | 1.67% | 2.00% |
| Clerical workers | 75.71% | 75.93% | 0.69% | 0.69% | 1.66% | 1.77% | 6.96% | 7.91% |
| Sales workers | 46.80% | 55.67% | 0.57% | 0.57% | 0.98% | 1.09% | 3.10% | 3.78% |
| Service workers | 50.44% | 54.25% | 0.53% | 0.80% | 1.12% | 0.99% | 3.26% | 4.48% |
| Skilled crafts and trades workers | 1.44% | 1.66% | 0.64% | 0.73% | 1.78% | 1.95% | 3.53% | 4.17% |
| Semi-skilled manual workers | 3.43% | 3.27% | 0.92% | 1.12% | 1.43% | 1.64% | 1.65% | 1.88% |
| Other manual workers | 5.13% | 5.99% | 0.99% | 1.41% | 1.65% | 1.91% | 1.89% | 2.66% |
| **Total number of employees** | **40.90%** | **42.12%** | **0.66%** | **0.73%** | **1.59%** | **1.71%** | **4.99%** | **5.69%** |

## Table 11.5

### THE REPRESENTATION OF THE DESIGNATED GROUPS IN FULL-TIME HIRINGS BY OCCUPATIONAL GROUP, 1987 AND 1988

| | Women | | Aboriginal Peoples | | Persons With Disabilities | | Members of Visible Minorities | |
|---|---|---|---|---|---|---|---|---|
| Occupational Group | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| Upper-level managers | 7.76% | 11.88% | 0.00% | 0.00% | 0.37% | 0.33% | 5.19% | 3.30% |
| Middle or other managers | 31.39% | 32.02% | 0.33% | 0.19% | 0.74% | 1.04% | 7.44% | 9.24% |
| Professionals | 33.86% | 35.45% | 0.20% | 0.17% | 0.81% | 0.94% | 11.19% | 13.75% |
| Semi-professionals and technicians | 23.23% | 21.44% | 0.38% | 0.38% | 0.42% | 0.61% | 2.88% | 3.30% |
| Supervisors | 40.53% | 45.63% | 0.50% | 0.12% | 1.13% | 1.30% | 5.77% | 8.87% |
| Foremen/women | 7.67% | 8.66% | 0.47% | 0.52% | 0.93% | 0.26% | 1.40% | 2.89% |
| Clerical workers | 78.89% | 79.62% | 0.64% | 0.73% | 0.77% | 1.25% | 8.33% | 12.41% |
| Sales workers | 34.94% | 47.58% | 1.42% | 0.91% | 0.31% | 0.47% | 2.34% | 4.89% |
| Service workers | 46.91% | 65.47% | 0.90% | 1.10% | 0.63% | 0.38% | 6.18% | 5.74% |
| Skilled crafts and trades workers | 2.30% | 2.75% | 0.46% | 0.74% | 0.79% | 0.89% | 2.60% | 7.56% |
| Semi-skilled manual workers | 4.35% | 5.65% | 0.55% | 1.24% | 0.21% | 0.30% | 1.48% | 2.84% |
| Other manual workers | 8.29% | 8.64% | 0.94% | 1.73% | 0.86% | 0.46% | 1.88% | 2.86% |
| **Total number of employees** | **37.35%** | **41.17%** | **0.61%** | **0.86%** | **0.65%** | **0.81%** | **5.24%** | **7.85%** |

## Table 11.6

### THE REPRESENTATION OF THE DESIGNATED GROUPS IN FULL-TIME PROMOTIONS BY OCCUPATIONAL GROUP, 1987 AND 1988

| | Women | | Aboriginal Peoples | | Persons With Disabilities | | Members of Visible Minorities | |
|---|---|---|---|---|---|---|---|---|
| Occupational Group | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| Upper-level managers | 8.81% | 10.12% | 0.20% | 0.51% | 1.76% | 2.02% | 2.74% | 2.02% |
| Middle or other managers | 37.96% | 44.42% | 0.32% | 0.36% | 1.58% | 1.28% | 5.30% | 5.84% |
| Professionals | 54.10% | 52.59% | 0.35% | 0.29% | 1.58% | 1.30% | 10.93% | 11.95% |
| Semi-professionals and technicians | 30.78% | 26.48% | 0.45% | 0.33% | 0.93% | 1.30% | 4.14% | 2.96% |
| Supervisors | 65.74% | 70.47% | 0.42% | 0.54% | 1.71% | 1.40% | 8.80% | 9.08% |
| Foremen/women | 2.92% | 4.16% | 1.14% | 0.95% | 1.09% | 1.31% | 1.24% | 2.02% |
| Clerical workers | 80.24% | 81.97% | 0.74% | 0.66% | 1.29% | 1.53% | 9.27% | 10.09% |
| Sales workers | 52.83% | 55.81% | 0.25% | 0.46% | 0.99% | 0.46% | 4.06% | 3.76% |
| Service workers | 17.30% | 41.33% | 1.08% | 1.11% | 0.54% | 0.37% | 3.24% | 4.43% |
| Skilled crafts and trades workers | 2.23% | 3.61% | 0.84% | 0.84% | 1.55% | 1.57% | 2.67% | 3.84% |
| Semi-skilled manual workers | 4.26% | 5.57% | 1.00% | 1.74% | 1.20% | 1.96% | 1.54% | 1.91% |
| Other manual workers | 4.07% | 4.80% | 0.99% | 2.13% | 1.30% | 2.00% | 1.57% | 2.00% |
| **Total number of employees** | **51.05%** | **55.42%** | **0.59%** | **0.61%** | **1.41%** | **1.43%** | **6.92%** | **7.66%** |

## Tableau 11.6

### LA PROPORTION DE GROUPES DÉSIGNÉS DES PROMOTIONS À TEMPS PLEIN SELON LA CATEGORIE PROFESSIONNELLE, 1987 ET 1988

| | Femmes | | Autochtones | | Personnes handicapées | | Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| Cadres supérieurs | 8.81% | 10.12% | 0.20% | 0.51% | 1.76% | 2.02% | 2.74% | 2.02% |
| Cadres intermédiaires et autres cadres | 37.96% | 44.42% | 0.32% | 0.36% | 1.58% | 1.28% | 5.30% | 5.84% |
| Professionnels | 54.10% | 52.59% | 0.35% | 0.29% | 1.58% | 1.30% | 10.93% | 11.95% |
| Semi-professionnels et techniciens | 30.78% | 26.48% | 0.45% | 0.33% | 0.93% | 1.30% | 4.14% | 2.96% |
| Surveillants | 65.74% | 70.47% | 0.42% | 0.54% | 1.71% | 1.40% | 8.80% | 9.08% |
| Contremaîtres | 2.92% | 4.16% | 1.14% | 0.95% | 1.09% | 1.31% | 1.24% | 2.02% |
| Employés de bureau | 80.24% | 81.97% | 0.74% | 0.66% | 1.29% | 1.53% | 9.27% | 10.09% |
| Employés du secteur de la vente | 52.83% | 55.81% | 0.25% | 0.46% | 0.99% | 0.46% | 4.06% | 3.76% |
| Employés du secteur des services | 17.30% | 41.33% | 1.08% | 1.11% | 0.54% | 0.37% | 3.24% | 4.43% |
| Travailleurs qualifiés et artisans | 2.23% | 3.61% | 0.84% | 0.84% | 1.55% | 1.57% | 2.67% | 3.84% |
| Travailleurs manuels spécialisés | 4.26% | 5.57% | 1.00% | 1.74% | 1.20% | 1.96% | 1.54% | 1.91% |
| Autres travailleurs manuels | 4.07% | 4.80% | 0.99% | 2.13% | 1.30% | 2.00% | 1.57% | 2.00% |
| **Nombre total des salariés** | **51.05%** | **55.42%** | **0.59%** | **0.61%** | **1.41%** | **1.43%** | **6.92%** | **7.66%** |

## Tableau 11.5

### LA PROPORTION DES GROUPES DÉSIGNÉS DES RECUTEMENTS À TEMPS PLEIN SELON LA CATÉGORIE PROFESSIIONELLE, 1987 ET 1988

| | Femmes | | Autochtones | | Personnes handicapées | | Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| Cadres supérieurs | 7.78% | 11.88% | 0.00% | 0.00% | 0.37% | 0.33% | 5.19% | 3.30% |
| Cadres intermédiaires et autres cadres | 31.39% | 32.02% | 0.33% | 0.19% | 0.74% | 1.04% | 7.44% | 9.24% |
| Professionnels | 33.86% | 35.45% | 0.20% | 0.17% | 0.81% | 0.94% | 11.19% | 13.75% |
| Semi-professionnels et techniciens | 23.23% | 21.44% | 0.38% | 0.38% | 0.42% | 0.61% | 2.88% | 3.30% |
| Surveillants | 40.53% | 45.63% | 0.50% | 0.12% | 1.13% | 1.30% | 5.77% | 8.87% |
| Contremaîtres | 7.67% | 8.66% | 0.47% | 0.52% | 0.93% | 0.26% | 1.40% | 2.89% |
| Employés de bureau | 78.89% | 79.62% | 0.64% | 0.73% | 0.77% | 1.25% | 8.33% | 12.41% |
| Employés du secteur de la vente | 34.94% | 47.58% | 1.42% | 0.91% | 0.31% | 0.47% | 2.34% | 4.89% |
| Employés du secteur des services | 46.91% | 65.47% | 0.90% | 1.10% | 0.63% | 0.38% | 6.18% | 5.74% |
| Travailleurs qualifiés et artisans | 2.30% | 2.75% | 0.46% | 0.74% | 0.79% | 0.89% | 2.60% | 7.56% |
| Travailleurs manuels spécialisés | 4.35% | 5.65% | 0.55% | 1.24% | 0.21% | 0.30% | 1.48% | 2.84% |
| Autres travailleurs manuels | 8.29% | 8.64% | 0.94% | 1.73% | 0.86% | 0.46% | 1.88% | 2.86% |
| **Nombre total des salariés** | **37.35%** | **41.17%** | **0.61%** | **0.86%** | **0.65%** | **0.81%** | **5.24%** | **7.85%** |

## Tableau 11.4

### LA PROPORTION DES GROUPES DÉSIGNÉS SELON LA CATÉGORIE PROFESSIONNELLE, 1987 ET 1988

| | Femmes | | Autochtones | | Personnes handicapées | | Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| Cadres supérieurs | 4.65% | 5.65% | 0.18% | 0.22% | 1.63% | 1.63% | 2.05% | 2.30% |
| Cadres intermédiaires et autres cadres | 33.17% | 35.50% | 0.44% | 0.45% | 1.53% | 1.68% | 4.38% | 5.01% |
| Professionnels | 39.01% | 41.43% | 0.33% | 0.31% | 1.53% | 1.60% | 10.37% | 11.66% |
| Semi-professionnels et techniciens | 19.74% | 19.28% | 0.44% | 0.48% | 1.37% | 1.45% | 2.83% | 2.84% |
| Surveillants | 52.47% | 56.21% | 0.60% | 0.59% | 1.78% | 1.91% | 7.06% | 7.58% |
| Contremaîtres | 1.91% | 2.24% | 0.99% | 1.23% | 1.95% | 2.08% | 1.67% | 2.00% |
| Employés de bureau | 75.71% | 75.93% | 0.69% | 0.69% | 1.66% | 1.77% | 6.96% | 7.91% |
| Employés du secteur de la vente | 46.80% | 55.67% | 0.57% | 0.57% | 0.98% | 1.09% | 3.10% | 3.78% |
| Employés du secteur des services | 50.44% | 54.25% | 0.53% | 0.80% | 1.12% | 0.99% | 3.26% | 4.48% |
| Travailleurs qualifés et artisans | 1.44% | 1.66% | 0.64% | 0.73% | 1.78% | 1.95% | 3.53% | 4.17% |
| Travailleurs manuels spécialisés | 3.43% | 3.27% | 0.92% | 1.12% | 1.43% | 1.64% | 1.65% | 1.88% |
| Autres travailleurs manuels | 5.13% | 5.99% | 0.99% | 1.41% | 1.65% | 1.91% | 1.89% | 2.66% |
| **Nombre total des salariés** | **40.90%** | **42.12%** | **0.66%** | **0.73%** | **1.59%** | **1.71%** | **4.99%** | **5.69%** |

## Tableau 11.3 (Cont'd)

### LA PROPORTION DES GROUPES DÉSIGNÉS SELON LE SECTEUR INDUSTRIEL ET LE SOUS-SECTEUR CHOISI, 1987 ET 1988

| | Femmes | | Autochtones | | Personnes handicapées | | Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|
| Branche d'activité | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| • Transportation | 16.91% | 18.66% | 0.73% | 0.86% | 1.42% | 1.57% | 2.62% | 3.24% |
| Transport aérien | 36.15% | 38.30% | 0.43% | 0.52% | 0.81% | 1.01% | 3.49% | 4.77% |
| Transport et services ferroviaires | 8.09% | 8.69% | 0.78% | 0.86% | 1.61% | 1.80% | 2.68% | 2.88% |
| Transport par eau | 11.78% | 12.60% | 1.40% | 1.66% | 1.48% | 1.68% | 3.37% | 3.83% |
| Services relatifs au transport par eau | 6.61% | 6.29% | 0.77% | 1.41% | 1.56% | 2.06% | 1.14% | 2.07% |
| Cammionnage | 13.59% | 14.76% | 0.71% | 0.90% | 1.27% | 1.24% | 1.52% | 1.64% |
| Transport en commun | 16.48% | 19.59% | 1.29% | 1.28% | 3.81% | 3.55% | 2.41% | 3.68% |
| Transport par pipelines | 18.29% | 19.32% | 1.22% | 1.19% | 4.19% | 4.07% | 5.41% | 5.87% |
| • Autres secteurs | 21.06% | 22.53% | 0.92% | 1.19% | 2.32% | 2.43% | 2.58% | 3.14% |
| Mines de métaux | 7.00% | 7.94% | 2.67% | 3.49% | 1.17% | 1.98% | 1.03% | 1.59% |
| Silos à grain | 14.25% | 15.65% | 0.47% | 0.72% | 1.42% | 1.96% | 1.06% | 1.15% |
| Bureaux d'architectes, d'ingénieurs et autres services scientifiques et techniques | 20.69% | 21.39% | 0.28% | 0.32% | 2.75% | 2.98% | 5.57% | 5.66% |
| Tous les secteurs | **40.90%** | **42.12%** | **0.66%** | **0.73%** | **1.59%** | **1.71%** | **4.99%** | **5.69%** |

## Tableau 11.3

### LA PROPORTION DES GROUPES DÉSIGNÉS SELON LE SECTEUR INDUSTRIEL ET LE SOUS-SECTEUR CHOISI, 1987 ET 1988

| | Femmes | | Autochtones | | Personnes handicapées | | Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|
| Branche d'activité | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| • Stationnement | 76.11% | 76.08% | 0.56% | 0.55% | 1.80% | 2.02% | 9.46% | 10.50% |
| • Communications | 39.57% | 40.96% | 0.61% | 0.63% | 1.40% | 1.37% | 4.02% | 4.42% |
| Diffusion des télécommunications | 34.84% | 36.10% | 0.43% | 0.49% | 1.27% | 1.24% | 2.87% | 3.00% |
| Transmission des télécommunications | 46.69% | 47.48% | 0.52% | 0.52% | 1.12% | 1.10% | 4.56% | 4.87% |
| Services postaux et services de messageries | 35.03% | 36.30% | 0.78% | 0.82% | 1.72% | 1.74% | 4.05% | 4.63% |

## Tableau 11.2

### LA PROPORTION DES GROUPES DÉSIGNÉS SELON LA RÉGION MÉTROPOLITAINE DE RECENSEMENT DÉSIGNÉE, 1987 ET 1988

| | Femmes | | Autochtones | | Personnes handicapées | | Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|
| Location | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| Calgary | 47.57% | 47.66% | 0.54% | 0.54% | 1.87% | 2.13% | 5.60% | 5.88% |
| Edmonton | 25.82% | 45.70% | 0.38% | 0.65% | 1.15% | 2.44% | 2.53% | 4.63% |
| Halifax | 41.18% | 41.95% | 0.51% | 0.53% | 1.63% | 1.75% | 1.87% | 2.11% |
| Montréal | 38.93% | 40.42% | 0.32% | 0.34% | 1.14% | 1.29% | 2.98% | 3.20% |
| Regina | 42.86% | 45.18% | 0.36% | 0.41% | 2.36% | 2.17% | 1.57% | 1.63% |
| Toronto | 47.11% | 48.46% | 0.55% | 0.55% | 1.48% | 1.55% | 12.01% | 13.89% |
| Vancouver | 34.37% | 42.16% | 0.44% | 0.59% | 1.30% | 1.86% | 6.77% | 9.33% |
| Winnipeg | 32.70% | 34.16% | 0.82% | 0.96% | 1.75% | 1.85% | 2.86% | 3.44% |
| **Canada** | **40.90%** | **42.12%** | **0.66%** | **0.73%** | **1.59%** | **1.71%** | **4.99%** | **5.69%** |

## Tableau 11.1

### LA PROPORTION DES GROUPES DÉSIGNÉS SELON LA PROVINCE1987 ET 1988

| | Femmes | | Autochtones | | Personnes handicapées | | Membres des minorités visibles | |
|---|---|---|---|---|---|---|---|---|
| Location | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 | 1987 | 1988 |
| Terre-Neuve | 38.36% | 39.20% | 0.55% | 0.50% | 1.04% | 1.11% | 0.71% | 0.72% |
| Nouvelle-Écosse | 34.44% | 35.28% | 0.45% | 0.47% | 3.47% | 3.20% | 1.29% | 1.45% |
| Nouveau-Brunswick | 32.10% | 33.91% | 0.43% | 0.47% | 1.80% | 2.15% | 1.13% | 1.09% |
| Île-du-Prince-Édouard | 37.95% | 38.60% | 0.21% | 0.14% | 1.25% | 1.80% | 1.04% | 0.97% |
| Québec | 39.66% | 41.22% | 0.39% | 0.40% | 1.10% | 1.23% | 2.59% | 2.75% |
| Ontario | 44.17% | 45.37% | 0.66% | 0.69% | 1.63% | 1.69% | 7.25% | 8.35% |
| Manitoba | 30.45% | 31.49% | 1.05% | 1.37% | 1.69% | 1.99% | 2,58% | 3.11% |
| Saskatchewan | 35.06% | 36.15% | 1.42% | 1.45% | 1.80% | 1.91% | 1.23% | 1.37% |
| Alberta | 45.23% | 45.23% | 0.67% | 0.70% | 1.93% | 2.14% | 3.99% | 4.39% |
| Colombie-Britannique | 41.46% | 42.30% | 0.66% | 0.82% | 1.66% | 1.94% | 6.23% | 7.18% |
| Yukon | 31.40% | 30.35% | 3.80% | 4.47% | 0.80% | 0.58% | 1.40% | 1.36% |
| Territoires-du-Nord-Ouest | 21.91% | 23.52% | 9.64% | 11.33% | 1.40% | 1.06% | 2.53% | 2.81% |

## Tableau 10.11

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LES AUTRES SECTEURS: PROMOTION SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **5** | 1 | 4 | **0** | 0 | 0 | **1** | 0 | 1 | **0** | 0 | 0 |
| **Professionnels** | **3** | 1 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Semi-professionnels et techniciens** | **9** | 8 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Surveillants** | **18** | 11 | 7 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Contremaîtres** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Employés de bureau** | **63** | 9 | 54 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 0 | 1 |
| **Employés du secteur de la vente** | **2** | 0 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Employés du secteur des services** | **32** | 26 | 6 | **0** | 0 | 0 | **1** | 1 | 0 | **1** | 1 | 0 |
| **Travailleurs qualifiés et artisans** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Travailleurs manuels spécialisés** | **3** | 3 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Autres travailleurs manuels** | **2** | 2 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Nombre total des salariés** | **137** | **61** | **76** | **0** | **0** | **0** | **2** | **1** | **1** | **3** | **2** | **1** |

## Tableau 10.10

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LES AUTRES SECTEURS: PROMOTION SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **60** | 50 | 10 | **1** | 1 | 0 | **1** | 1 | 0 | **1** | 0 | 1 |
| **Cadres intermédiaires et autres cadres** | **648** | 519 | 129 | **4** | 2 | 2 | **10** | 9 | 1 | **17** | 14 | 3 |
| **Professionnels** | **549** | 381 | 168 | **1** | 1 | 0 | **3** | 3 | 0 | **34** | 28 | 6 |
| **Semi-professionnels et techniciens** | **366** | 250 | 116 | **2** | 2 | 0 | **6** | 6 | 0 | **11** | 9 | 2 |
| **Surveillants** | **172** | 105 | 67 | **2** | 0 | 2 | **1** | 1 | 0 | **11** | 9 | 2 |
| **Contremaîtres** | **191** | 190 | 1 | **1** | 1 | 0 | **2** | 2 | 0 | **2** | 2 | 0 |
| **Employés de bureau** | **687** | 113 | 574 | **3** | 0 | 3 | **12** | 3 | 9 | **21** | 6 | 15 |
| **Employés du secteur de la vente** | **57** | 44 | 13 | **0** | 0 | 0 | **0** | 0 | 0 | **2** | 2 | 0 |
| **Employés du secteur des services** | **30** | 29 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Travailleurs qualifiés et artisans** | **182** | 179 | 3 | **5** | 5 | 0 | **3** | 3 | 0 | **2** | 1 | 1 |
| **Traveilleurs manuels spécialisés** | **489** | 475 | 14 | **24** | 20 | 4 | **12** | 12 | 0 | **7** | 7 | 0 |
| **Autres travailleurs manuels** | **412** | 396 | 16 | **9** | 9 | 0 | **8** | 7 | 1 | **5** | 5 | 0 |
| **Nombre total des salariés** | **3,843** | **2,731** | **1,112** | **52** | **41** | **11** | **58** | **47** | **11** | **113** | **83** | **30** |

## Tableau 10.9

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR DES COMMUNICATIONS: PROMOTION SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionnels | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionnels et techniciens | 18 | 10 | 8 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 1 | 0 |
| Surveillants | 61 | 45 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 8 | 0 |
| Contremaîtres | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 396 | 125 | 271 | 2 | 1 | 1 | 8 | 2 | 6 | 14 | 3 | 11 |
| Employés du secteur de la vente | 23 | 5 | 18 | 0 | 0 | 0 | 1 | 0 | 1 | 4 | 1 | 3 |
| Employés du secteur des services | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Travailleurs qualifiés et artisans | 11 | 10 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Travailleurs manuels spécialisés | 13 | 12 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Autres travailleurs manuels | 19 | 9 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nombre total des salariés | 543 | 216 | 327 | 3 | 1 | 2 | 10 | 2 | 8 | 28 | 13 | 15 |

## Tableau 10.8

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES COMMUNICATIONS: PROMOTION SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **114** | 97 | 17 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **2,065** | 1,298 | 767 | **11** | 5 | 6 | **15** | 9 | 6 | **83** | 62 | 21 |
| **Professionnels** | **481** | 336 | 145 | **3** | 3 | 0 | **3** | 2 | 1 | **60** | 42 | 18 |
| **Semi-professionnels et techniciens** | **954** | 720 | 234 | **2** | 2 | 0 | **10** | 6 | 4 | **25** | 17 | 8 |
| **Surveillants** | **900** | 441 | 459 | **5** | 2 | 3 | **13** | 9 | 4 | **29** | 16 | 13 |
| **Contremaîtres** | **153** | 130 | 23 | **1** | 0 | 1 | **1** | 1 | 0 | **2** | 1 | 1 |
| **Employés de bureau** | **5,209** | 1,408 | 3,801 | **32** | 7 | 25 | **59** | 17 | 42 | **234** | 38 | 196 |
| **Employés du secteur de la vente** | **405** | 106 | 299 | **2** | 0 | 2 | **1** | 0 | 1 | **11** | 2 | 9 |
| **Employés du secteur des services** | **7** | 4 | 3 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Travailleurs qualifiés et artisans** | **823** | 766 | 57 | **6** | 5 | 1 | **15** | 14 | 1 | **38** | 35 | 3 |
| **Travailleurs manuels spécialisés** | **271** | 223 | 48 | **1** | 1 | 0 | **6** | 4 | 2 | **11** | 8 | 3 |
| **Autres travailleurs manuels** | **117** | 91 | 26 | **1** | 1 | 0 | **2** | 2 | 0 | **8** | 7 | 1 |
| **Nombre total des salariés** | **11,499** | **5,620** | **5,879** | **64** | **26** | **38** | **125** | **64** | **61** | **501** | **228** | **273** |

## Tableau 10.7

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR DES TRANSPORTS: PROMOTION SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionnels | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionnels et techniciens | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Surveillants | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Contremaîtres | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 45 | 6 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 |
| Employés du secteur de la vente | 27 | 5 | 22 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Employés du secteur des services | 4 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Travailleurs qualifiés et artisans | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Travailleurs manuels spécialisés | 20 | 19 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Autres travailleurs manuels | 24 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Nombre total des salariés | 128 | 60 | 68 | 0 | 0 | 0 | 1 | 0 | 1 | 5 | 3 | 2 |

## Tableau 10.6

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES TRANSPORTS: PROMOTION SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **180** | 170 | 10 | **2** | 2 | 0 | **2** | 2 | 0 | **4** | 3 | 1 |
| **Cadres intermédiaires et autres cadres** | **1,712** | 1,435 | 277 | **6** | 6 | 0 | **11** | 10 | 1 | **50** | 40 | 10 |
| **Professionnels** | **413** | 311 | 102 | **0** | 0 | 0 | **3** | 3 | 0 | **29** | 20 | 9 |
| **Semi-professionnels et techniciens** | **1,314** | 1,154 | 160 | **6** | 6 | 0 | **18** | 18 | 0 | **35** | 27 | 8 |
| **Surveillants** | **675** | 412 | 263 | **2** | 2 | 0 | **5** | 3 | 2 | **30** | 21 | 9 |
| **Contremaîtres** | **1,333** | 1,292 | 46 | **14** | 14 | 0 | **19** | 19 | 0 | **29** | 20 | 9 |
| **Employés de bureau** | **2,880** | 1,316 | 1,565 | **14** | 6 | 8 | **45** | 33 | 12 | **123** | 51 | 72 |
| **Employés du secteur de la vente** | **303** | 172 | 131 | **1** | 0 | 1 | **2** | 2 | 0 | **10** | 5 | 5 |
| **Employés du secteur des services** | **213** | 107 | 106 | **3** | 1 | 2 | **1** | 1 | 0 | **10** | 5 | 5 |
| **Travailleurs qualifiés et artisans** | **1,576** | 1,547 | 29 | **11** | 11 | 0 | **23** | 23 | 0 | **57** | 56 | 1 |
| **Travailleurs manuels spécialisés** | **1,583** | 1,514 | 69 | **16** | 15 | 1 | **28** | 27 | 1 | **26** | 25 | 1 |
| **Autres travailleurs manuels** | **958** | 929 | 29 | **22** | 21 | 1 | **20** | 20 | 0 | **17** | 16 | 1 |
| **Nombre total des salariés** | **13,140** | **10,359** | **2,787** | **97** | **84** | **13** | **177** | **161** | **16** | **420** | **289** | **131** |

## Tableau 10.5

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR BANCAIRE: PROMOTION SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 95 | 5 | 90 | 0 | 0 | 0 | 1 | 0 | 1 | 7 | 0 | 7 |
| Professionnels | 47 | 1 | 46 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 |
| Semi-professionnels et techniciens | 6 | 1 | 5 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Surveillants | 46 | 7 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Contremaîtres | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 2,490 | 173 | 2,317 | 12 | 0 | 12 | 47 | 2 | 45 | 186 | 22 | 164 |
| Employés du secteur de la vente | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés du secteur des services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Travailleurs qualifiés et artisans | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Travailleurs manuels spécialisés | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Autres travailleurs manuels | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nombre total des salariés | 2,688 | 190 | 2,498 | 12 | 0 | 12 | 51 | 2 | 49 | 195 | 22 | 173 |

## Tableau 10.4

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR BANCAIRE: PROMOTION SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **239** | 216 | 23 | **0** | 0 | 0 | **9** | 9 | 0 | **7** | 7 | 0 |
| **Cadres intermédiaires et autres cadres** | **11,870** | 5,804 | 6,066 | **38** | 16 | 22 | **172** | 93 | 79 | **801** | 331 | 470 |
| **Professionnels** | **4,697** | 1,883 | 2,814 | **14** | 2 | 12 | **71** | 29 | 42 | **611** | 300 | 311 |
| **Semi-professionnels et techniciens** | **436** | 133 | 303 | **0** | 0 | 0 | **6** | 1 | 5 | **20** | 11 | 9 |
| **Surveillants** | **2,912** | 418 | 2,494 | **16** | 1 | 15 | **46** | 11 | 35 | **353** | 64 | 289 |
| **Contremaîtres** | **6** | 6 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Employés de bureau** | **16,088** | 1,648 | 14,440 | **115** | 11 | 104 | **265** | 46 | 219 | **2,131** | 371 | 1,760 |
| **Employés du secteur de la vente** | **113** | 66 | 47 | **1** | 1 | 0 | **1** | 1 | 0 | **10** | 4 | 6 |
| **Employés du secteur des services** | **21** | 19 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **2** | 1 | 1 |
| **Travailleurs qualifiés et artisans** | **26** | 21 | 5 | **0** | 0 | 0 | **0** | 0 | 0 | **3** | 3 | 0 |
| **Travailleurs manuels spécialisés** | **9** | 9 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Autres travailleurs manuels** | **13** | 12 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Nombre total des salariés** | **36,430** | **10,235** | **26,195** | **184** | **31** | **153** | **570** | **190** | **380** | **3,940** | **1,094** | **2,846** |

## Tableau 10.3

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI TEMPORAIRE: PROMOTION SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 16 | 6 | 10 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionnels | 9 | 7 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionnels et techniciens | 12 | 8 | 4 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Surveillants | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Contremaîtres | 5 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 55 | 20 | 35 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés du secteur de la vente | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés du secteur des services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Travailleurs qualifiés et artisans | 7 | 7 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Travailleurs manuels spécialisés | 21 | 19 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Autres travailleurs manuels | 35 | 32 | 3 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Nombre total des salariés | 163 | 106 | 57 | 4 | 3 | 1 | 3 | 3 | 0 | 0 | 0 | 0 |

## Tableau 10.2

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL: PROMOTION SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **102** | 6 | 96 | **0** | 0 | 0 | **2** | 0 | 2 | **7** | 0 | 7 |
| **Professionnels** | **51** | 2 | 49 | **0** | 0 | 0 | **2** | 0 | 2 | **0** | 0 | 0 |
| **Semi-professionnels et techniciens** | **34** | 20 | 14 | **1** | 0 | 1 | **2** | 0 | 2 | **1** | 1 | 0 |
| **Surveillants** | **127** | 64 | 63 | **0** | 0 | 0 | **0** | 0 | 0 | **11** | 9 | 2 |
| **Contremaîtres** | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Employés de bureau** | **2,994** | 313 | 2,681 | **14** | 1 | 13 | **55** | 4 | 51 | **204** | 26 | 178 |
| **Employés du secteur de la vente** | **55** | 12 | 43 | **0** | 0 | 0 | **2** | 0 | 2 | **4** | 1 | 3 |
| **Employés du secteur des services** | **37** | 27 | 10 | **0** | 0 | 0 | **1** | 1 | 0 | **1** | 1 | 0 |
| **Travailleurs qualifiés et artisans** | **13** | 12 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Travailleurs manuels spécialisés** | **36** | 34 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **2** | 1 | 1 |
| **Autres travailleurs manuels** | **46** | 36 | 10 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Nombre total des salariés** | **3,496** | **527** | **2,969** | **15** | **1** | **14** | **64** | **5** | **59** | **231** | **40** | **191** |

## Tableau 10.1

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPANT UN EMPLOI PERMANENT À TEMPS PLEIN: PROMOTION SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | **593** | 533 | 60 | **3** | 3 | 0 | **12** | 12 | 0 | **12** | 10 | 2 |
| Cadres intermédiaires et autres cadres | **16,295** | 9,056 | 7,239 | **59** | 29 | 30 | **208** | 121 | 87 | **951** | 447 | 504 |
| Professionnels | **6,140** | 2,911 | 3,229 | **18** | 6 | 12 | **80** | 37 | 43 | **734** | 390 | 344 |
| Semi-professionnels et techniciens | **3,070** | 2,257 | 813 | **10** | 10 | 0 | **40** | 31 | 9 | **91** | 64 | 27 |
| Surveillants | **4,659** | 1,376 | 3,283 | **25** | 5 | 20 | **65** | 24 | 41 | **423** | 110 | 313 |
| Contremaîtres | **1,683** | 1,618 | 70 | **16** | 15 | 1 | **22** | 22 | 0 | **34** | 24 | 10 |
| Employés de bureau | **24,864** | 4,485 | 20,380 | **164** | 24 | 140 | **381** | 99 | 282 | **2,509** | 466 | 2,043 |
| Employés du secteur de la vente | **878** | 388 | 490 | **4** | 1 | 3 | **4** | 3 | 1 | **33** | 13 | 20 |
| Employés du secteur des services | **271** | 159 | 112 | **3** | 1 | 2 | **1** | 1 | 0 | **12** | 6 | 6 |
| Travailleurs qualifiés et artisans | **2,607** | 2,513 | 94 | **22** | 21 | 1 | **41** | 40 | 1 | **100** | 95 | 5 |
| Travailleurs manuels spécialisés | **2,352** | 2,221 | 131 | **41** | 36 | 5 | **46** | 43 | 3 | **45** | 41 | 4 |
| Autres travailleurs manuels | **1,500** | 1,428 | 72 | **32** | 31 | 1 | **30** | 29 | 1 | **30** | 28 | 2 |
| Nombre total des salariés | **64,912** | **28,945** | **35,973** | **397** | **182** | **215** | **930** | **462** | **468** | **4,974** | **1,694** | **3,280** |

## Tableau 9.5

### INCIDENCE DES RECRUTEMENTS ET DES CESSATIONS DE FONCTIONS SUR LES MEMBRES DES GROUPES DÉSIGNÉS DANS LES AUTRES SECTEURS SELON LE SEXE

| | Tous les salariés | | | Autochtones | Personnes handicapées | Membres des minorités visibles |
|---|---|---|---|---|---|---|
| Effectif total et évolution de l'emploi | Total | Hommes | Femmes | Total | Total | Total |
| **Effectif total** | **44,218** | 34,257 | 9,961 | **527** | **1,074** | **1,389** |
| **Total du recrutement** | **5,423** | 3,531 | 1,892 | **80** | **42** | **230** |
| **Total de la cessation de fonctions** | **(6,607)** | (4,635) | (1,972) | **(64)** | **(111)** | **(115)** |
| **Différence (est.)** | **(1,184)** | (1,104) | (80) | **16** | **(69)** | **115** |

## Tableau 9.4

### INCIDENCE DES RECRUTEMENTS ET DES CESSATIONS DE FONCTIONS SUR LES MEMBRES DES GROUPES DÉSIGNÉS DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE

| | Tous les salariés | | | Autochtones | Personnes handicapées | Membres des minorités visibles |
|---|---|---|---|---|---|---|
| Effectif total et évolution de l'emploi | Total | Hommes | Femmes | Total | Total | Total |
| **Effectif total** | **173,774** | 102,599 | 71,181 | **1,093** | **2,387** | **7,679** |
| **Total du recrutement** | **19,154** | 10,492 | 8,662 | **85** | **103** | **1,477** |
| **Total de la cessation de fonctions** | **(17,544)** | (10,520) | (7,024) | **(78)** | **(172)** | **(1,094)** |
| **Différence (est.)** | **1,610** | (28) | 1,638 | **7** | **(69)** | **383** |

## Tableau 9.3

### INCIDENCE DES RECRUTEMENTS ET DES CESSATIONS DE FONCTIONS SUR LES MEMBRES DES GROUPES DÉSIGNÉS DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE

| | Tous les salariés | | | Autochtones | Personnes handicapées | Membres des minorités visibles |
|---|---|---|---|---|---|---|
| Effectif total et évolution de l'emploi | Total | Hommes | Femmes | Total | Total | Total |
| Effectif total | 208,265 | 169,395 | 38,857 | 1,781 | 3,279 | 6,748 |
| Total du recrutement | 46,424 | 32,098 | 14,348 | 438 | 249 | 1,854 |
| Total de la cessation de fonctions | (38,211) | (30,342) | (7,890) | (322) | (340) | (906) |
| Différence (est.) | 8,213 | 1,756 | 6,458 | 116 | (91) | 948 |

## Tableau 9.2

### INCIDENCE DES RECRUTEMENTS ET DES CESSATIONS DE FONCTIONS SUR LES MEMBRES DES GROUPES DÉSIGNÉS DANS LE SECTEUR BANCAIRE SELON LE SEXE

| | Tous les salariés | | | Autochtones | Personnes handicapées | Membres des minorités visibles |
|---|---|---|---|---|---|---|
| Effectif total et évolution de l'emploi | Total | Hommes | Femmes | Total | Total | Total |
| **Effectif total** | **175,369** | 41,942 | 133,427 | **963** | **3,549** | **18,416** |
| **Total du recrutement** | **25,160** | 6,299 | 18,851 | **122** | **657** | **3,491** |
| **Total de la cessation de fonctions** | **(24,978)** | (5,737) | (19,241) | **(171)** | **(520)** | **(2,317)** |
| **Différence (est.)** | **182** | 562 | (390) | **(49)** | **137** | **1,174** |

## Tableau 9.1 (Cont'd)

### INCIDENCE DES RECRUTEMENTS ET DES CESSATIONS DE FONCTIONS SUR LES MEMBRES DES GROUPES DÉSIGNÉS SELON LE SEXE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Effectif total et évolution de l'emploi** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| ***Employés temporaires*** | | | | | | | | | | | | |
| **Effectif total** | **8,998** | 5,862 | 3,136 | **83** | 52 | 31 | **57** | 44 | 13 | **243** | 91 | 152 |
| **Total du recrutement** | **5,190** | 3,265 | 1,925 | **35** | 23 | 12 | **306** | 42 | 264 | **97** | 60 | 37 |
| **total de la cessation de fonctions** | **(3,665)** | (2,251) | (1,414) | **(25)** | (19) | (6) | **(16)** | (10) | (6) | **(91)** | (34) | (57) |
| **Différence (est.)** | **1,525** | 1,014 | 511 | **10** | 4 | 6 | **290** | 32 | 258 | **6** | 26 | (20) |

# Tableau 9.1

## INCIDENCE DES RECRUTEMENTS ET DES CESSATIONS DE FONCTIONS SUR LES MEMBRES DES GROUPES DÉSIGNÉS SELON LE SEXE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Effectif total et évolution de l'emploi** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| ***Employés permanents à temps plein*** | | | | | | | | | | | | |
| **Effectif total** | **531,466** | 326,559 | 204,900 | **3,892** | 2,474 | 1,418 | **9,482** | 6 ,393 | 3,089 | **30,637** | 14,099 | 16,541 |
| **Total du recrutement** | **62,946** | 37,040 | 25,918 | **539** | 342 | 197 | **512** | 276 | 236 | **4,939** | 2,334 | 2,605 |
| **Total de la cessation de fonctions** | **(62,468)** | (39,131) | (23,358) | **(503)** | (306) | (197) | **(951)** | (630) | (321) | **(3,037)** | (1,397) | (1,640) |
| **Différence (est.)** | **478** | ( 2,091) | 2,560 | **36** | 36 | 0 | **(439)** | (354) | (85) | **1,902** | 937 | 965 |
| ***Employés permanents à temps partiel*** | | | | | | | | | | | | |
| **Effectif total** | **61,162** | 15,772 | 45,390 | **389** | 104 | 285 | **750** | 189 | 561 | **3,352** | 901 | 2,462 |
| **Total du recrutement** | **28,025** | 12,115 | 15,910 | **151** | 69 | 82 | **233** | 87 | 146 | **2,016** | 985 | 1,031 |
| **Total de la cessation de fonctions** | **(21,207)** | (9,852) | (11,355) | **(107)** | (50) | (57) | **(176)** | (43) | (133) | **(1,304)** | (677) | (627) |
| **Différence (est.)** | **6,818** | 2,263 | 4,555 | **44** | 19 | 25 | **57** | 44 | 13 | **712** | 308 | 404 |

## Tableau 8.11

### MEMBRES DES GROUPES DÉSIGNÉS QUI ONT CESSÉ D'OCCUPER UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LES AUTRES SECTEURS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 3 | 2 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Professionnels | 6 | 1 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionnels et techniciens | 69 | 57 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Surveillants | 21 | 7 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Contremaîtres | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 220 | 65 | 155 | 0 | 0 | 0 | 0 | 0 | 0 | 17 | 6 | 11 |
| Employés du secteur de la vente | 14 | 5 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Employés du secteur des services | 445 | 283 | 162 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Travailleurs qualifiés et artisans | 9 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Travailleurs manuels spécialisés | 48 | 47 | 1 | 1 | 1 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| Autres travailleurs manuels | 52 | 39 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nombre total des salariés | 889 | 511 | 378 | 1 | 1 | 0 | 4 | 3 | 1 | 18 | 7 | 11 |

## Tableau 8.10

### MEMBRES DES GROUPES DÉSIGNÉS QUI ONT CESSÉ D'OCCUPER UN EMPLOI PERMANENT À TEMPS PLEIN DANS LES AUTRES SECTEURS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 66 | 60 | 6 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 0 | 1 |
| Cadres intermédiaires et autres cadres | 506 | 430 | 76 | 6 | 5 | 1 | 8 | 5 | 3 | 11 | 10 | 1 |
| Professionnels | 421 | 295 | 126 | 3 | 1 | 2 | 3 | 3 | 0 | 27 | 21 | 6 |
| Semi-professionnels et techniciens | 320 | 246 | 74 | 0 | 0 | 0 | 5 | 4 | 1 | 7 | 5 | 2 |
| Surveillants | 145 | 95 | 50 | 1 | 1 | 0 | 2 | 2 | 0 | 1 | 0 | 1 |
| Contremaîtres | 113 | 112 | 1 | 0 | 0 | 0 | 3 | 3 | 0 | 1 | 1 | 0 |
| Employés de bureau | 785 | 136 | 649 | 11 | 1 | 10 | 11 | 6 | 5 | 25 | 5 | 20 |
| Employés du secteur de la vente | 94 | 82 | 12 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| Employés du secteur des services | 596 | 345 | 251 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| Travailleurs qualifiés et artisans | 375 | 363 | 12 | 7 | 7 | 0 | 11 | 11 | 0 | 7 | 7 | 0 |
| Travailleurs manuels spécialisés | 682 | 673 | 9 | 13 | 12 | 1 | 29 | 29 | 0 | 3 | 3 | 0 |
| Autres travailleurs manuels | 1,416 | 1,157 | 259 | 17 | 14 | 3 | 30 | 30 | 0 | 6 | 5 | 1 |
| Nombre total des salariés | 5,519 | 3,994 | 1,525 | 58 | 41 | 17 | 106 | 97 | 9 | 92 | 59 | 33 |

## Tableau 8.9

### MEMBRES DES GROUPES DÉSIGNÉS QUI ONT CESSÉ D'OCCUPER UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 4 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionnels | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionnels et techniciens | 595 | 413 | 182 | 2 | 0 | 2 | 6 | 5 | 1 | 2 | 1 | 1 |
| Surveillants | 22 | 16 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Contremaîtres | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 1,874 | 427 | 1,447 | 4 | 0 | 4 | 12 | 4 | 8 | 139 | 44 | 95 |
| Employés du secteur de la vente | 240 | 108 | 132 | 2 | 1 | 1 | 1 | 1 | 0 | 17 | 9 | 8 |
| Employés du secteur des services | 21 | 6 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 1 |
| Travailleurs qualifiés et artisans | 235 | 185 | 50 | 1 | 1 | 0 | 0 | 0 | 0 | 7 | 5 | 2 |
| Travailleurs manuels spécialisés | 503 | 433 | 70 | 1 | 0 | 1 | 0 | 0 | 0 | 28 | 18 | 10 |
| Autres travailleurs manuels | 1,244 | 1,164 | 80 | 4 | 4 | 0 | 0 | 0 | 0 | 404 | 395 | 9 |
| Nombre total des salariés | 4,742 | 2,755 | 1,987 | 14 | 6 | 8 | 19 | 10 | 9 | 601 | 475 | 126 |

## Tableau 8.8

### MEMBRES DES GROUPES DÉSIGNÉS QUI ONT CESSÉ D'OCCUPER UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 118 | 113 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Cadres intermédiaires et autres cadres | 1,046 | 791 | 255 | 2 | 1 | 1 | 7 | 7 | 0 | 38 | 26 | 12 |
| Professionnels | 478 | 356 | 122 | 3 | 2 | 1 | 8 | 7 | 1 | 52 | 45 | 7 |
| Semi-professionnels et techniciens | 1,678 | 1,223 | 455 | 11 | 9 | 2 | 21 | 20 | 1 | 39 | 33 | 6 |
| Surveillants | 325 | 219 | 106 | 2 | 2 | 0 | 4 | 4 | 0 | 9 | 7 | 2 |
| Contremaîtres | 190 | 162 | 28 | 1 | 1 | 0 | 1 | 1 | 0 | 5 | 4 | 1 |
| Employés de bureau | 4,137 | 1,515 | 2,622 | 25 | 7 | 18 | 72 | 48 | 24 | 211 | 77 | 134 |
| Employés du secteur de la vente | 863 | 547 | 316 | 4 | 3 | 1 | 8 | 4 | 4 | 23 | 12 | 11 |
| Employés du secteur des services | 65 | 40 | 25 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 1 | 1 |
| Travailleurs qualifiés et artisans | 922 | 876 | 46 | 5 | 5 | 0 | 14 | 14 | 0 | 21 | 20 | 1 |
| Travailleurs manuels spécialisés | 492 | 429 | 63 | 2 | 2 | 0 | 3 | 3 | 0 | 28 | 24 | 4 |
| Autres travailleurs manuels | 648 | 589 | 59 | 3 | 3 | 0 | 6 | 6 | 0 | 39 | 37 | 2 |
| Nombre total des salariés | 10,962 | 6,860 | 4,102 | 58 | 35 | 23 | 145 | 115 | 30 | 468 | 287 | 181 |

## Tableau 8.7

### MEMBRES DES GROUPES DÉSIGNÉS QUI ONT CESSÉ D'OCCUPER UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **5** | 3 | 2 | **0** | 0 | 0 | **1** | 1 | 0 | **0** | 0 | 0 |
| **Professionnels** | **5** | 4 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Semi-professionnels et techniciens** | **11** | 9 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Surveillants** | **4** | 3 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Contremaîtres** | **8** | 5 | 3 | **0** | 0 | 0 | **2** | 2 | 0 | **0** | 0 | 0 |
| **Employés de bureau** | **1,177** | 273 | 909 | **23** | 18 | 5 | **6** | 2 | 4 | **47** | 11 | 36 |
| **Employés du secteur de la vente** | **659** | 142 | 517 | **4** | 2 | 2 | **3** | 0 | 3 | **19** | 3 | 16 |
| **Employés du secteur des services** | **428** | 120 | 308 | **1** | 1 | 0 | **0** | 0 | 0 | **19** | 3 | 16 |
| **Travailleurs qualifiés et artisans** | **40** | 39 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Travailleurs manuels spécialisés** | **1,632** | 1,520 | 112 | **11** | 11 | 0 | **1** | 1 | 0 | **34** | 34 | 0 |
| **Autres travailleurs manuels** | **3,961** | 3,592 | 364 | **7** | 7 | 0 | **7** | 7 | 0 | **59** | 47 | 12 |
| **Nombre total des salariés** | **7,930** | **5,710** | **2,220** | **46** | **39** | **7** | **20** | **13** | **7** | **178** | **98** | **80** |

## Tableau 8.6

### MEMBRES DES GROUPES DÉSIGNÉS QUI ONT CESSÉ D'OCCUPER UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 136 | 130 | 6 | 1 | 1 | 0 | 5 | 5 | 0 | 4 | 3 | 1 |
| Cadres intermédiaires et autres cadres | 1,105 | 978 | 127 | 7 | 5 | 2 | 8 | 8 | 0 | 19 | 12 | 7 |
| Professionnels | 455 | 353 | 102 | 1 | 1 | 0 | 10 | 9 | 1 | 50 | 39 | 11 |
| Semi-professionnels et techniciens | 1,032 | 935 | 97 | 6 | 6 | 0 | 19 | 19 | 0 | 27 | 20 | 7 |
| Surveillants | 529 | 364 | 165 | 2 | 1 | 1 | 4 | 4 | 0 | 17 | 14 | 3 |
| Contremaîtres | 868 | 843 | 25 | 4 | 4 | 0 | 20 | 20 | 0 | 8 | 7 | 1 |
| Employés de bureau | 4,916 | 1,661 | 3,275 | 34 | 16 | 18 | 50 | 23 | 27 | 189 | 72 | 117 |
| Employés du secteur de la vente | 986 | 590 | 397 | 10 | 5 | 5 | 8 | 8 | 0 | 24 | 13 | 11 |
| Employés du secteur des services | 1,115 | 490 | 625 | 12 | 5 | 7 | 14 | 7 | 7 | 34 | 20 | 14 |
| Travailleurs qualifiés et artisans | 3,457 | 3,427 | 30 | 22 | 22 | 0 | 73 | 73 | 0 | 132 | 128 | 4 |
| Travailleurs manuels spécialisés | 9,009 | 8,674 | 335 | 100 | 92 | 8 | 70 | 69 | 1 | 150 | 145 | 5 |
| Autres travailleurs manuels | 5,220 | 4,989 | 231 | 64 | 55 | 9 | 35 | 35 | 0 | 55 | 41 | 14 |
| Nombre total des salariés | 28,828 | 23,434 | 5,415 | 263 | 213 | 50 | 316 | 280 | 36 | 709 | 514 | 195 |

## Tableau 8.5

### MEMBRES DES GROUPES DÉSIGNÉS QUI ONT CESSÉ D'OCCUPER UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR BANCAIRE SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **61** | 9 | 52 | **0** | 0 | 0 | **1** | 0 | 1 | **2** | 1 | 1 |
| **Professionnels** | **43** | 8 | 35 | **0** | 0 | 0 | **0** | 0 | 0 | **3** | 1 | 2 |
| **Semi-professionnels et techniciens** | **13** | 1 | 12 | **0** | 0 | 0 | **1** | 0 | 1 | **0** | 0 | 0 |
| **Surveillants** | **21** | 1 | 20 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Contremaîtres** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Employés de bureau** | **7,489** | 846 | 6,643 | **46** | 4 | 42 | **131** | 17 | 114 | **502** | 95 | 407 |
| **Employés du secteur de la vente** | **3** | 2 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Employés du secteur des services** | **5** | 0 | 5 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Travailleurs qualifiés et artisans** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Travailleurs manuels spécialisés** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Autres travailleurs manuel** | **11** | 9 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Nombre total des salariés** | **7,646** | **876** | **6,770** | **46** | **4** | **42** | **133** | **17** | **116** | **507** | **97** | **410** |

## Tableau 8.4

### MEMBRES DES GROUPES DÉSIGNÉS QUI ONT CESSÉ D'OCCUPER UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR BANCAIRE SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **147** | 141 | 6 | **0** | 0 | 0 | **4** | 4 | 0 | **6** | 6 | 0 |
| **Cadres intermédiaires et autres cadres** | **2,915** | 1,886 | 1,029 | **3** | 1 | 2 | **68** | 52 | 16 | **202** | 120 | 82 |
| **Professionnels** | **1,589** | 870 | 719 | **6** | 1 | 5 | **40** | 31 | 9 | **215** | 133 | 82 |
| **Semi-professionnels et techniciens** | **170** | 75 | 95 | **1** | 0 | 1 | **2** | 0 | 2 | **11** | 5 | 6 |
| **Surveillants** | **796** | 152 | 644 | **5** | 0 | 5 | **17** | 5 | 12 | **69** | 18 | 51 |
| **Contremaîtres** | **3** | 3 | 0 | **0** | 0 | 0 | **2** | 2 | 0 | **0** | 0 | 0 |
| **Employés de bureau** | **11,279** | 1,511 | 9,768 | **106** | 13 | 93 | **243** | 37 | 206 | **1,247** | 243 | 1,004 |
| **Employés du secteur de la vente** | **88** | 55 | 33 | **0** | 0 | 0 | **0** | 0 | 0 | **6** | 3 | 3 |
| **Employés du secteur des services** | **65** | 56 | 9 | **2** | 1 | 1 | **5** | 4 | 1 | **1** | 0 | 1 |
| **Travailleurs qualifiés et artisans** | **20** | 18 | 2 | **1** | 1 | 0 | **1** | 1 | 0 | **3** | 2 | 1 |
| **Travailleurs manuels spécialisés** | **10** | 10 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Autres travailleurs manuel** | **7** | 66 | 11 | **0** | 0 | 0 | **2** | 2 | 0 | **8** | 7 | 1 |
| **Nombre total des salariés** | **17,159** | **4,843** | **12,316** | **124** | **17** | **107** | **384** | **138** | **246** | **1,768** | **537** | **1,231** |

## Tableau 8.3

### MEMBRES DES GROUPES DÉSIGNÉS QUI ONT CESSÉ D'OCCUPER UN EMPLOI TEMPORAIRE SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 104 | 60 | 44 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 5 | 1 |
| Professionnels | 828 | 441 | 387 | 2 | 0 | 2 | 2 | 0 | 2 | 12 | 4 | 8 |
| Semi-professionnels et techniciens | 599 | 273 | 326 | 4 | 3 | 1 | 5 | 4 | 1 | 8 | 2 | 6 |
| Surveillants | 6 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Contremaîtres | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 582 | 110 | 472 | 1 | 0 | 1 | 4 | 1 | 3 | 51 | 10 | 41 |
| Employés du secteur de la vente | 31 | 9 | 22 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés du secteur des services | 46 | 27 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Travailleurs qualifiés et artisans | 73 | 63 | 10 | 0 | 0 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| Travailleurs manuels spécialisés | 240 | 227 | 13 | 5 | 5 | 0 | 0 | 0 | 0 | 8 | 8 | 0 |
| Autres travailleurs manuels | 1,151 | 1,035 | 116 | 13 | 11 | 2 | 4 | 4 | 0 | 5 | 4 | 1 |
| Nombre total des salariés | 3,665 | 2,251 | 1,414 | 25 | 19 | 6 | 16 | 10 | 6 | 91 | 34 | 57 |

## Tableau 8.2

### MEMBRES DES GROUPES DÉSIGNÉS QUI ONT CESSÉ D'OCCUPER UN EMPLOI PERMANENT À TEMPS PARTIEL SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 73 | 15 | 58 | 0 | 0 | 0 | 3 | 1 | 2 | 2 | 1 | 1 |
| Professionnels | 57 | 14 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 |
| Semi-professionnels et techniciens | 688 | 480 | 208 | 2 | 0 | 2 | 7 | 5 | 2 | 2 | 1 | 1 |
| Surveillants | 68 | 27 | 41 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Contremaîtres | 10 | 7 | 3 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| Employés de bureau | 10,760 | 1,611 | 9,154 | 73 | 22 | 51 | 149 | 23 | 126 | 705 | 156 | 549 |
| Employés du secteur de la vente | 916 | 257 | 659 | 6 | 3 | 3 | 4 | 1 | 3 | 37 | 13 | 24 |
| Employés du secteur des services | 899 | 409 | 490 | 1 | 1 | 0 | 1 | 1 | 0 | 22 | 5 | 17 |
| Travailleurs qualifiés et artisans | 284 | 227 | 57 | 1 | 1 | 0 | 0 | 0 | 0 | 7 | 5 | 2 |
| Travailleurs manuels spécialisés | 2,183 | 2,000 | 183 | 13 | 12 | 1 | 3 | 3 | 0 | 62 | 52 | 10 |
| Autres travailleurs manuels | 5,268 | 4,804 | 459 | 11 | 11 | 0 | 7 | 7 | 0 | 463 | 442 | 21 |
| Nombre total des salariés | 21,207 | 9,852 | 11,355 | 107 | 50 | 57 | 176 | 43 | 133 | 1,304 | 677 | 627 |

## Tableau 8.1

### MEMBRES DES GROUPES DÉSIGNÉS QUI ONT CESSÉ D'OCCUPER UN EMPLOI PERMANENT À TEMPS PLEIN SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **467** | 444 | 23 | **1** | 1 | 0 | **11** | 11 | 0 | **12** | 10 | 2 |
| **Cadres intermédiaires et autres cadres** | **5,572** | 4,085 | 1,487 | **18** | 12 | 6 | **91** | 72 | 19 | **270** | 168 | 102 |
| **Professionnels** | **2,943** | 1,874 | 1,069 | **13** | 5 | 8 | **61** | 50 | 11 | **344** | 238 | 106 |
| **Semi-professionnels et techniciens** | **3,200** | 2,479 | 721 | **18** | 15 | 3 | **47** | 43 | 4 | **84** | 63 | 21 |
| **Surveillants** | **1,795** | 830 | 965 | **10** | 4 | 6 | **27** | 15 | 12 | **96** | 39 | 57 |
| **Contremaîtres** | **1,174** | 1,120 | 54 | **5** | 5 | 0 | **26** | 26 | 0 | **14** | 12 | 2 |
| **Employés de bureau** | **21,117** | 4,823 | 16,314 | **176** | 37 | 139 | **376** | 114 | 262 | **1,672** | 397 | 1,275 |
| **Employés du secteur de la vente** | **2,031** | 1,274 | 758 | **14** | 8 | 6 | **18** | 14 | 4 | **54** | 29 | 25 |
| **Employés du secteur des services** | **1,841** | 931 | 910 | **14** | 6 | 8 | **20** | 12 | 8 | **39** | 22 | 17 |
| **Travailleurs qualifiés et artisans** | **4,774** | 4,684 | 90 | **35** | 35 | 0 | **99** | 99 | 0 | **163** | 157 | 6 |
| **Travailleurs manuels spécialisés** | **10,193** | 9,786 | 407 | **115** | 106 | 9 | **102** | 101 | 1 | **181** | 172 | 9 |
| **Autres travailleurs manuels** | **7,361** | 6,801 | 560 | **84** | 72 | 12 | **73** | 73 | 0 | **108** | 90 | 18 |
| **Nombre total des salariés** | **62,468** | **39,131** | **23,358** | **503** | **306** | **197** | **951** | **630** | **321** | **3,037** | **1,397** | **1,640** |

## Tableau 7.11

### MEMBRES DES GROUPES DÉSIGNÉS RECRUTÉS POUR OCCUPER UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LES AUTRES SECTEURS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionnels | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Semi-professionnels et techniciens | 80 | 67 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Surveillants | 19 | 9 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Contremaîtres | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 189 | 32 | 157 | 0 | 0 | 0 | 1 | 0 | 1 | 7 | 1 | 6 |
| Employés du secteur de la vente | 13 | 3 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés du secteur des services | 350 | 240 | 110 | 2 | 0 | 2 | 2 | 2 | 0 | 12 | 8 | 4 |
| Travailleurs qualifiés et artisans | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Travailleurs manuels spécialisés | 68 | 66 | 2 | 1 | 1 | 0 | 2 | 2 | 0 | 0 | 0 | 0 |
| Autres travailleurs manuels | 102 | 90 | 12 | 2 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Nombre total des salariés | 835 | 516 | 319 | 5 | 3 | 2 | 5 | 4 | 1 | 20 | 10 | 10 |

## Tableau 7.10

### MEMBRES DES GROUPES DÉSIGNÉS RECRUTÉS POUR OCCUPER UN EMPLOI PERMANENT À TEMPS PLEIN DANS LES AUTRES SECTEURS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 36 | 27 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 189 | 135 | 54 | 0 | 0 | 0 | 4 | 3 | 1 | 9 | 7 | 2 |
| Professionnels | 513 | 363 | 150 | 2 | 1 | 1 | 6 | 4 | 2 | 38 | 29 | 9 |
| Semi-professionnels et techniciens | 333 | 238 | 95 | 3 | 3 | 0 | 4 | 3 | 1 | 21 | 21 | 0 |
| Surveillants | 37 | 30 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Contremaîtres | 21 | 21 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 741 | 102 | 639 | 14 | 3 | 11 | 10 | 3 | 7 | 49 | 8 | 41 |
| Employés du secteur de la vente | 89 | 71 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 |
| Employés du secteur des services | 431 | 211 | 220 | 10 | 5 | 5 | 2 | 2 | 0 | 59 | 25 | 34 |
| Travailleurs qualifiés et artisans | 203 | 199 | 4 | 6 | 5 | 1 | 1 | 1 | 0 | 3 | 3 | 0 |
| Travailleurs manuels spécialisés | 384 | 377 | 7 | 13 | 13 | 0 | 2 | 2 | 0 | 7 | 7 | 0 |
| Autres travailleurs manuels | 1,177 | 959 | 218 | 16 | 15 | 1 | 3 | 3 | 0 | 12 | 11 | 1 |
| Nombre total des salariés | 4,154 | 2,733 | 1,421 | 64 | 45 | 19 | 32 | 21 | 11 | 202 | 113 | 89 |

## Tableau 7.9

### MEMBRES DES GROUPES DÉSIGNÉS RECRUTÉS POUR OCCUPER UN EMPLOI DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **1** | 0 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Professionnels** | **4** | 1 | 3 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Semi-professionnels et techniciens** | **665** | 437 | 228 | **3** | 1 | 2 | **9** | 6 | 3 | **7** | 5 | 2 |
| **Surveillants** | **3** | 1 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Contremaîtres** | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Employés de bureau** | **3,130** | 645 | 2,485 | **4** | 1 | 3 | **13** | 7 | 6 | **250** | 57 | 193 |
| **Employés du secteur de la vente** | **320** | 128 | 192 | **3** | 1 | 2 | **0** | 0 | 0 | **28** | 16 | 12 |
| **Employés du secteur des services** | **8** | 2 | 6 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Travailleurs qualifiés et artisans** | **440** | 391 | 49 | **4** | 4 | 0 | **2** | **2** | **0** | **11** | 9 | 2 |
| **Travailleurs manuels spécialisés** | **481** | 406 | 75 | **3** | 3 | 0 | **9** | 8 | 1 | **30** | 18 | 12 |
| **Autres travailleurs manuel** | **1,543** | 1,463 | 80 | **8** | 8 | 0 | **0** | 0 | 0 | **490** | 483 | 7 |
| **Nombre total des salariés** | **6,596** | **3,475** | **3,121** | **25** | **18** | **7** | **33** | **23** | **10** | **818** | **590** | **228** |

## Tableau 7.8

### MEMBRES DES GROUPES DÉSIGNÉS RECRUTÉS POUR OCCUPER UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 83 | 71 | 12 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 1 | 1 |
| Cadres intermédiaires et autres cadres | 927 | 622 | 305 | 4 | 2 | 2 | 6 | 6 | 0 | 32 | 26 | 6 |
| Professionnels | 602 | 392 | 210 | 1 | 1 | 0 | 5 | 5 | 0 | 68 | 46 | 22 |
| Semi-professionnels et techniciens | 1,794 | 1,277 | 517 | 7 | 2 | 5 | 12 | 7 | 5 | 51 | 30 | 21 |
| Surveillants | 149 | 67 | 82 | 1 | 0 | 1 | 0 | 0 | 0 | 6 | 2 | 4 |
| Contremaîtres | 28 | 22 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Employés de bureau | 3,338 | 666 | 2,672 | 23 | 7 | 16 | 25 | 5 | 20 | 262 | 68 | 194 |
| Employés du secteur de la vente | 930 | 543 | 387 | 2 | 1 | 1 | 5 | 4 | 1 | 43 | 23 | 20 |
| Employés du secteur des services | 36 | 26 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Travailleurs qualifiés et artisans | 1,028 | 980 | 48 | 4 | 3 | 1 | 2 | 2 | 0 | 47 | 45 | 2 |
| Travailleurs manuels spécialisés | 533 | 468 | 65 | 3 | 3 | 0 | 4 | 3 | 1 | 39 | 35 | 4 |
| Autres travailleurs manuels | 737 | 669 | 68 | 2 | 2 | 0 | 1 | 1 | 0 | 68 | 66 | 2 |
| Nombre total des salariés | 10,185 | 5,803 | 4,382 | 47 | 21 | 26 | 61 | 34 | 27 | 620 | 344 | 276 |

## Tableau 7.7

### MEMBRES DES GROUPES DÉSIGNÉS RECRUTÉS POUR OCCUPER UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | Total | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **6** | 4 | 2 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Professionnels** | **10** | 6 | 4 | **0** | 0 | 0 | **0** | 0 | 0 | **2** | 2 | 0 |
| **Semi-professionnels et techniciens** | **46** | 13 | 33 | **0** | 0 | 0 | **1** | 0 | 1 | **0** | 0 | 0 |
| **Surveillants** | **7** | 3 | 4 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Contremaîtres** | **6** | 6 | 0 | **0** | 0 | 0 | **1** | 1 | 0 | **0** | 0 | 0 |
| **Employés de bureau** | **2,938** | 498 | 2,440 | **27** | 16 | 11 | **15** | 3 | 12 | **83** | 24 | 59 |
| **Employés du secteur de la vente** | **1,578** | 302 | 1,276 | **17** | 6 | 11 | **9** | 4 | 5 | **71** | 17 | 54 |
| **Employés du secteur des services** | **437** | 191 | 246 | **4** | 2 | 2 | **3** | 3 | 0 | **31** | 17 | 14 |
| **Travailleurs qualifiés et artisans** | **71** | 66 | 5 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Travailleurs manuels spécialisés** | **2,223** | 2,011 | 212 | **14** | 12 | 2 | **5** | 5 | 0 | **65** | 61 | 4 |
| **Autres travailleurs manuels** | **3,970** | 3,819 | 151 | **10** | 10 | 0 | **10** | 10 | 0 | **95** | 77 | 18 |
| **Nombre total des salariés** | **11,293** | **6,920** | **4,373** | **72** | **46** | **26** | **44** | **26** | **18** | **348** | **199** | **149** |

## Tableau 7.6

### MEMBRES DES GROUPES DÉSIGNÉS RECRUTÉS POUR OCCUPER UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **122** | 114 | 8 | **0** | 0 | 0 | **0** | 0 | 0 | **4** | 4 | 0 |
| **Cadres intermédiaires et autres cadres** | **813** | 625 | 188 | **1** | 1 | 0 | **8** | 5 | 3 | **25** | 18 | 7 |
| **Professionnels** | **787** | 539 | 248 | **1** | 0 | 1 | **7** | 7 | 0 | **82** | 55 | 27 |
| **Semi-professionnels et techniciens** | **1,672** | 1,509 | 163 | **5** | 5 | 0 | **6** | 5 | 1 | **44** | 33 | 11 |
| **Surveillants** | **373** | 242 | 131 | **0** | 0 | 0 | **6** | 5 | 1 | **17** | 14 | 3 |
| **Contremaîtres** | **332** | 305 | 27 | **2** | 2 | 0 | **1** | 1 | 0 | **10** | 9 | 1 |
| **Employés de bureau** | **6,689** | 1,531 | 5,168 | **58** | 15 | 43 | **69** | 22 | 47 | **435** | 117 | 318 |
| **Employés du secteur de la vente** | **1,453** | 686 | 779 | **20** | 12 | 8 | **5** | 4 | 1 | **72** | 25 | 47 |
| **Employés du secteur des services** | **2,916** | 903 | 2,013 | **27** | 11 | 16 | **8** | 3 | 5 | **132** | 53 | 79 |
| **Travailleurs qualifiés et artisans** | **2,930** | 2,870 | 60 | **21** | 20 | 1 | **34** | 34 | 0 | **264** | 259 | 5 |
| **Travailleurs manuels spécialisés** | **9.686** | 9,159 | 527 | **116** | 104 | 12 | **26** | 23 | 3 | **255** | 240 | 15 |
| **Autres travailleurs manuels** | **5,297** | 4,965 | 332 | **106** | 91 | 15 | **28** | 26 | 2 | **125** | 90 | 35 |
| **Nombre total des salariés** | **33,070** | **23,448** | **9,644** | **357** | **261** | **96** | **198** | **135** | **63** | **1,465** | **917** | **548** |

## Tableau 7.5

### MEMBRES DES GROUPES DÉSIGNÉS RECRUTÉS POUR OCCUPER UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR BANCAIRE SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **44** | 8 | 36 | **0** | 0 | 0 | **1** | 0 | 1 | **2** | 0 | 2 |
| **Professionnels** | **31** | 11 | 20 | **0** | 0 | 0 | **0** | 0 | 0 | **3** | 1 | 2 |
| **Semi-professionnels et techniciens** | **2** | 2 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Surveillants** | **16** | 3 | 13 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Contremaîtres** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Employés de bureau** | **9,194** | 1,173 | 8,021 | **49** | 2 | 47 | **150** | 34 | 116 | **822** | 182 | 640 |
| **Employés du secteur de la vente** | **5** | 2 | 3 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Employés du secteur des services** | **8** | 5 | 3 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Travailleurs qualifiés et artisans** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Travailleurs manuels spécialisés** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Autres travailleurs manuels** | **1** | 0 | 1 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Nombre total des salariés** | **9,301** | **1,204** | **8,097** | **49** | **2** | **47** | **151** | **34** | **117** | **830** | **186** | **644** |

## Tableau 7.4

### MEMBRES DES GROUPES DÉSIGNÉS RECRUTÉS POUR OCCUPER UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR BANCAIRE SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 62 | 55 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 3 | 1 |
| Cadres intermédiaires et autres cadres | 2,322 | 1,508 | 814 | 3 | 1 | 2 | 26 | 17 | 9 | 327 | 218 | 109 |
| Professionnels | 1,726 | 1,038 | 678 | 2 | 2 | 0 | 16 | 12 | 4 | 311 | 203 | 108 |
| Semi-professionnels et techniciens | 166 | 91 | 75 | 0 | 0 | 0 | 2 | 2 | 0 | 15 | 11 | 4 |
| Surveillants | 287 | 121 | 166 | 0 | 0 | 0 | 5 | 3 | 2 | 51 | 20 | 31 |
| Contremaîtres | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 10,784 | 2,104 | 8,680 | 63 | 10 | 53 | 166 | 48 | 118 | 1,928 | 494 | 1,434 |
| Employés du secteur de la vente | 65 | 42 | 23 | 1 | 1 | 0 | 2 | 1 | 1 | 6 | 3 | 3 |
| Employés du secteur des services | 69 | 52 | 17 | 1 | 1 | 0 | 3 | 2 | 1 | 6 | 4 | 2 |
| Travailleurs qualifiés et artisans | 18 | 15 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 |
| Travailleurs manuels spécialisés | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Autres travailleurs manuels | 34 | 26 | 8 | 1 | 0 | 1 | 1 | 1 | 0 | 2 | 2 | 0 |
| Nombre total des salariés | 15,537 | 5,056 | 10,471 | 71 | 15 | 56 | 221 | 86 | 135 | 2,652 | 960 | 1,692 |

## Tableau 7.3

### MEMBRES DES GROUPES DÉSIGNÉS RECRUTÉS POUR OCCUPER UN EMPLOI TEMPORAIRE SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 135 | 72 | 63 | 0 | 0 | 0 | 4 | 1 | 3 | 7 | 6 | 1 |
| Professionnels | 1,040 | 582 | 458 | 3 | 0 | 3 | 3 | 1 | 2 | 19 | 10 | 9 |
| Semi-professionnels et techniciens | 765 | 372 | 393 | 8 | 6 | 2 | 3 | 3 | 0 | 9 | 4 | 5 |
| Surveillants | 6 | 4 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Contremaîtres | 20 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 987 | 214 | 773 | 5 | 0 | 5 | 284 | 26 | 258 | 30 | 11 | 19 |
| Employés du secteur de la vente | 50 | 24 | 26 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Employés du secteur des services | 78 | 38 | 40 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 2 | 0 |
| Travailleurs qualifiés et artisans | 110 | 91 | 19 | 2 | 2 | 0 | 1 | 1 | 0 | 2 | 2 | 0 |
| Travailleurs manuels spécialisés | 305 | 279 | 26 | 3 | 3 | 0 | 2 | 2 | 0 | 8 | 8 | 0 |
| Autres travailleurs manuels | 1,694 | 1,569 | 125 | 14 | 12 | 2 | 8 | 8 | 0 | 19 | 17 | 2 |
| Nombre total des salariés | 5,190 | 3,265 | 1,925 | 35 | 23 | 12 | 306 | 42 | 264 | 97 | 60 | 37 |

## Tableau 7.2

### MEMBRES DES GROUPES DÉSIGNÉS RECRUTÉS POUR OCCUPER UN EMPLOI PERMANENT À TEMPS PARTIEL SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **52** | 12 | 40 | **0** | 0 | 0 | **1** | 0 | 1 | **2** | 0 | 2 |
| **Professionnels** | **49** | 18 | 31 | **0** | 0 | 0 | **0** | 0 | 0 | **5** | 3 | 2 |
| **Semi-professionnels et techniciens** | **793** | 519 | 274 | **3** | 1 | 2 | **10** | 6 | 4 | **8** | 6 | 2 |
| **Surveillants** | **45** | 16 | 29 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Contremaîtres** | **9** | 9 | 0 | **0** | 0 | 0 | **1** | 1 | 0 | **1** | 1 | 0 |
| **Employés de bureau** | **15,451** | 2,348 | 13,103 | **80** | 19 | 61 | **179** | 44 | 135 | **1,162** | 264 | 898 |
| **Employés du secteur de la vente** | **1,916** | 435 | 1,481 | **20** | 7 | 13 | **9** | 4 | 5 | **99** | 33 | 66 |
| **Employés du secteur des services** | **803** | 438 | 365 | **6** | 2 | 4 | **5** | 5 | 0 | **45** | 27 | 18 |
| **Travailleurs qualifiés et artisans** | **518** | 464 | 54 | **4** | 4 | 0 | **2** | 2 | 0 | **12** | 10 | 2 |
| **Travailleurs manuels spécialisés** | **2,772** | 2,483 | 289 | **18** | 16 | 2 | **16** | 15 | 1 | **95** | 79 | 16 |
| **Autres travailleurs manuels** | **5,616** | 5,372 | 244 | **20** | 20 | 0 | **10** | 10 | 0 | **586** | 561 | 25 |
| **Nombre total des salariés** | **28,025** | **12,115** | **15,910** | **151** | **69** | **82** | **233** | **87** | **146** | **2,016** | **985** | **1,031** |

## Tableau 7.1

### MEMBRES DES GROUPES DÉSIGNÉS RECRUTÉS POUR OCCUPER UN EMPLOI PERMANENT À TEMPS PLEIN SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 303 | 267 | 36 | 0 | 0 | 0 | 1 | 1 | 0 | 10 | 8 | 2 |
| Cadres intermédiaires et autres cadres | 4,251 | 2,890 | 1,361 | 8 | 4 | 4 | 44 | 31 | 13 | 393 | 269 | 124 |
| Professionnels | 3,628 | 2,332 | 1,286 | 6 | 4 | 2 | 34 | 28 | 6 | 499 | 333 | 166 |
| Semi-professionnels et techniciens | 3,965 | 3,115 | 850 | 15 | 10 | 5 | 24 | 17 | 7 | 131 | 95 | 36 |
| Surveillants | 846 | 460 | 386 | 1 | 0 | 1 | 11 | 8 | 3 | 75 | 37 | 38 |
| Contremaîtres | 381 | 348 | 33 | 2 | 2 | 0 | 1 | 1 | 0 | 11 | 10 | 1 |
| Employés de bureau | 21,552 | 4,403 | 17,159 | 158 | 35 | 123 | 270 | 78 | 192 | 2,674 | 687 | 1,987 |
| Employés du secteur de la vente | 2,537 | 1,342 | 1,207 | 23 | 14 | 9 | 12 | 9 | 3 | 124 | 52 | 72 |
| Employés du secteur des services | 3,452 | 1,192 | 2,260 | 38 | 17 | 21 | 13 | 7 | 6 | 198 | 83 | 115 |
| Travailleurs qualifiés et artisans | 4,179 | 4,064 | 115 | 31 | 28 | 3 | 37 | 37 | 0 | 316 | 309 | 7 |
| Travailleurs manuels spécialisés | 10,607 | 10,008 | 599 | 132 | 120 | 12 | 32 | 28 | 4 | 301 | 282 | 19 |
| Autres travailleurs manuels | 7,245 | 6,619 | 626 | 125 | 108 | 17 | 33 | 31 | 2 | 207 | 169 | 38 |
| Nombre total des salariés | 62,946 | 37,040 | 25,918 | 539 | 342 | 197 | 512 | 276 | 236 | 4,939 | 2,334 | 2,605 |

## Tableau 6.11

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LES AUTRES SECTEURS SELON LE SEXE ET L'ÉCHELLE DE RÉMUNÉRATION

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Echelle de rémunération | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Moins de $2,500 | 127 | 50 | 77 | 2 | 0 | 2 | 1 | 1 | 0 | 2 | 0 | 2 |
| $2,500 – $4,999 | 71 | 37 | 34 | 0 | 0 | 0 | 1 | 0 | 1 | 4 | 1 | 3 |
| $5,000 – $7,499 | 221 | 107 | 114 | 0 | 0 | 0 | 0 | 0 | 0 | 12 | 3 | 9 |
| $7,500 – $9,999 | 703 | 561 | 142 | 1 | 0 | 1 | 2 | 2 | 0 | 24 | 13 | 11 |
| $10,000 – $12,499 | 272 | 93 | 179 | 2 | 1 | 1 | 3 | 0 | 3 | 22 | 9 | 13 |
| $12,500 – $14,999 | 263 | 139 | 124 | 3 | 3 | 0 | 5 | 2 | 3 | 1 | 1 | 0 |
| $15,000 – $17,499 | 95 | 52 | 43 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 |
| $17,500 – $19,999 | 69 | 27 | 42 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| $20,000 – $24,999 | 242 | 174 | 68 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 2 | 3 |
| $25,000 – $29,999 | 26 | 7 | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $30,000 – $39,999 | 78 | 63 | 15 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| $40,000 – $49,999 | 5 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $50,000 et plus | 6 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nombre total des salariés | 2,178 | 1,314 | 864 | 8 | 4 | 4 | 13 | 6 | 7 | 76 | 30 | 46 |

## Tableau 6.10

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LES AUTRES SECTEURS SELON LE SEXE ET L'ÉCHELLE DE RÉMUNÉRATION

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Echelle de rémunération | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Moins de $10,000 | 311 | 231 | 80 | 10 | 2 | 8 | 4 | 3 | 1 | 16 | 10 | 6 |
| $10,000 – $14,999 | 759 | 343 | 416 | 19 | 11 | 8 | 10 | 4 | 6 | 92 | 49 | 43 |
| $15,000 – $17,499 | 814 | 328 | 486 | 12 | 3 | 9 | 17 | 8 | 9 | 59 | 20 | 39 |
| $17,500 – $19,999 | 1,406 | 633 | 773 | 17 | 4 | 13 | 29 | 16 | 13 | 60 | 29 | 31 |
| $20,000 – $22,499 | 2,188 | 993 | 1,195 | 23 | 8 | 15 | 39 | 18 | 21 | 75 | 19 | 56 |
| $22,500 – $24,999 | 2,833 | 1,398 | 1,435 | 12 | 8 | 4 | 48 | 28 | 20 | 74 | 18 | 56 |
| $25,000 – $27,499 | 3,053 | 1,944 | 1,109 | 58 | 48 | 10 | 67 | 47 | 20 | 75 | 33 | 42 |
| $27,500 – $29,999 | 4,417 | 3,665 | 752 | 45 | 40 | 5 | 232 | 226 | 6 | 91 | 55 | 36 |
| $30,000 – $34,999 | 8,645 | 7,548 | 1,097 | 105 | 96 | 9 | 300 | 284 | 16 | 202 | 159 | 43 |
| $35,000 – $39,999 | 5,132 | 4,549 | 583 | 107 | 104 | 3 | 113 | 106 | 7 | 100 | 81 | 19 |
| $40,000 – $49,999 | 6,516 | 5,921 | 595 | 56 | 54 | 2 | 113 | 107 | 6 | 201 | 173 | 28 |
| $50,000 – $69,999 | 4,264 | 4,043 | 221 | 23 | 21 | 2 | 68 | 68 | 0 | 227 | 220 | 7 |
| $70,000 et plus | 812 | 783 | 29 | 2 | 2 | 0 | 8 | 8 | 0 | 20 | 19 | 1 |
| Nombre total des salariés | 41,150 | 32,379 | 8,771 | 489 | 401 | 88 | 1,048 | 923 | 125 | 1,292 | 885 | 407 |

## Tableau 6.9

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE ET L'ÉCHELLE DE RÉMUNÉRATION

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Echelle de rémunération | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Moins de $2,500 | 440 | 238 | 202 | 2 | 1 | 1 | 5 | 3 | 2 | 26 | 13 | 13 |
| $2,500 – $4,999 | 492 | 229 | 263 | 2 | 2 | 0 | 4 | 2 | 2 | 30 | 6 | 24 |
| $5,000 – $7,499 | 476 | 206 | 270 | 2 | 2 | 0 | 4 | 3 | 1 | 28 | 6 | 22 |
| $7,500 – $9,999 | 1,199 | 400 | 799 | 4 | 2 | 2 | 6 | 5 | 1 | 147 | 54 | 93 |
| $10,000 – $12,499 | 1,110 | 580 | 530 | 9 | 5 | 4 | 4 | 3 | 1 | 136 | 101 | 35 |
| $12,500 – $14,999 | 715 | 151 | 564 | 3 | 0 | 3 | 8 | 2 | 6 | 40 | 7 | 33 |
| $15,000 – $17,499 | 861 | 243 | 618 | 3 | 1 | 2 | 6 | 2 | 4 | 32 | 10 | 22 |
| $17,500 – $19,999 | 829 | 205 | 624 | 5 | 3 | 2 | 6 | 1 | 5 | 28 | 11 | 17 |
| $20,000 – $24,999 | 1,495 | 456 | 1,039 | 7 | 3 | 4 | 20 | 9 | 11 | 52 | 20 | 32 |
| $25,000 – $29,999 | 9,361 | 2,717 | 6,644 | 89 | 20 | 69 | 130 | 49 | 81 | 403 | 128 | 275 |
| $30,000 – $39,999 | 262 | 144 | 118 | 0 | 0 | 0 | 3 | 3 | 0 | 9 | 6 | 3 |
| $40,000 – $49,999 | 14 | 7 | 7 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| $50,000 et plus | 8 | 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nombre total des salariés | 17,262 | 5,579 | 11,683 | 127 | 40 | 87 | 196 | 82 | 114 | 932 | 363 | 569 |

## Tableau 6.8

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE ET L'ÉCHELLE DE RÉMUNÉRATION

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Echelle de rémunération** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Moins de $10,000** | **130** | 55 | 75 | **0** | 0 | 0 | **1** | 1 | 0 | **9** | 2 | 7 |
| **$10,000 – $14,999** | **1,256** | 363 | 893 | **8** | 3 | 5 | **19** | 8 | 11 | **42** | 12 | 30 |
| **$15,000 – $17,499** | **3,417** | 599 | 2,818 | **30** | 5 | 25 | **45** | 10 | 35 | **201** | 52 | 149 |
| **$17,500 – $19,999** | **4,874** | 1,280 | 3,594 | **61** | 11 | 50 | **55** | 19 | 36 | **231** | 55 | 176 |
| **$20,000 – $22,499** | **5,665** | 1,920 | 3,745 | **40** | 11 | 29 | **83** | 34 | 49 | **251** | 85 | 166 |
| **$22,500 – $24,999** | **6,843** | 2,413 | 4,430 | **60** | 18 | 42 | **108** | 50 | 58 | **313** | 111 | 202 |
| **$25,000 – $27,499** | **10,907** | 3,074 | 7,833 | **78** | 16 | 62 | **160** | 63 | 97 | **576** | 160 | 416 |
| **$27,500 – $29,999** | **47,789** | 30,978 | 16,811 | **338** | 197 | 141 | **780** | 593 | 187 | **1,895** | 1,053 | 842 |
| **$30,000 – $34,999** | **29,209** | 20,757 | 8,452 | **163** | 112 | 51 | **386** | 311 | 75 | **1,186** | 821 | 365 |
| **$35,000 – $39,999** | **14,818** | 11,385 | 3,433 | **71** | 62 | 9 | **211** | 182 | 29 | **627** | 486 | 141 |
| **$40,000 – $49,999** | **18,393** | 14,089 | 4,304 | **66** | 51 | 15 | **217** | 193 | 24 | **955** | 785 | 170 |
| **$50,000 – $69,999** | **8,089** | 6,854 | 1,235 | **31** | 26 | 5 | **90** | 81 | 9 | **391** | 362 | 29 |
| **$70,000 et plus** | **1,764** | 1,605 | 159 | **2** | 2 | 0 | **16** | 15 | 1 | **21** | 19 | 2 |
| **Nombre total des salariés** | **153,154** | **95,372** | **57,782** | **948** | **514** | **434** | **2,171** | **1,560** | **611** | **6,698** | **4,003** | **2,695** |

## Tableau 6.7

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE ET L'ÉCHELLE DE RÉMUNÉRATION

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Echelle de rémunération | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Moins de $2,500 | 805 | 580 | 231 | 4 | 4 | 0 | 7 | 6 | 1 | 42 | 21 | 21 |
| $2,500 – $4,999 | 933 | 604 | 329 | 4 | 3 | 1 | 8 | 8 | 0 | 21 | 14 | 7 |
| $5,000 – $7,499 | 1,503 | 683 | 820 | 11 | 5 | 6 | 4 | 2 | 2 | 68 | 26 | 42 |
| $7,500 – $9,999 | 1,869 | 884 | 985 | 17 | 9 | 8 | 12 | 7 | 5 | 73 | 34 | 39 |
| $10,000 – $12,499 | 1,426 | 737 | 689 | 9 | 4 | 5 | 19 | 11 | 8 | 60 | 34 | 26 |
| $12,500 – $14,999 | 1,151 | 620 | 532 | 11 | 6 | 5 | 9 | 6 | 3 | 29 | 16 | 13 |
| $15,000 – $17,499 | 1,554 | 788 | 766 | 3 | 3 | 0 | 6 | 2 | 4 | 37 | 19 | 18 |
| $17,500 – $19,999 | 1,064 | 872 | 192 | 5 | 2 | 3 | 1 | 1 | 0 | 18 | 13 | 5 |
| $20,000 – $24,999 | 669 | 456 | 215 | 3 | 1 | 2 | 8 | 5 | 3 | 21 | 9 | 12 |
| $25,000 – $29,999 | 463 | 375 | 88 | 4 | 2 | 2 | 2 | 1 | 1 | 8 | 6 | 1 |
| $30,000 – $39,999 | 253 | 211 | 42 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 0 |
| $40,000 – $49,999 | 62 | 59 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| $50,000 et plus | 29 | 29 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 | 0 |
| Nombre total des salariés | 11,781 | 6,898 | 4,892 | 71 | 39 | 32 | 76 | 49 | 27 | 385 | 200 | 184 |

## Tableau 6.6

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE ET L'ÉCHELLE DE RÉMUNÉRATION

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Echelle de rémunération | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Moins de $10,000 | 3,765 | 3,314 | 451 | 80 | 65 | 15 | 46 | 40 | 6 | 52 | 36 | 16 |
| $10,000 – $14,999 | 6,144 | 3,472 | 2,672 | 87 | 50 | 37 | 69 | 45 | 24 | 254 | 121 | 133 |
| $15,000 – $17,499 | 5,593 | 2,950 | 2,643 | 43 | 20 | 23 | 63 | 35 | 28 | 268 | 120 | 148 |
| $17,500 – $19,999 | 7,685 | 4,322 | 3,363 | 88 | 65 | 23 | 78 | 50 | 28 | 361 | 170 | 191 |
| $20,000 – $22,499 | 7,629 | 4,830 | 2,799 | 61 | 39 | 22 | 90 | 69 | 21 | 299 | 149 | 149 |
| $22,500 – $24,999 | 9,661 | 6,615 | 3,046 | 73 | 52 | 21 | 123 | 83 | 40 | 356 | 203 | 152 |
| $25,000 – $27,499 | 17,598 | 14,564 | 3,034 | 201 | 186 | 15 | 347 | 310 | 37 | 582 | 433 | 149 |
| $27,500 – $29,999 | 19,031 | 15,916 | 3,115 | 190 | 170 | 20 | 321 | 276 | 45 | 555 | 384 | 171 |
| $30,000 – $34,999 | 54,292 | 45,375 | 8,917 | 435 | 403 | 32 | 1,050 | 963 | 87 | 1,764 | 1,483 | 281 |
| $35,000 – $39,999 | 19,911 | 18,146 | 1,765 | 137 | 131 | 6 | 335 | 322 | 13 | 785 | 703 | 81 |
| $40,000 – $49,999 | 23,005 | 21,820 | 1,185 | 160 | 160 | 0 | 401 | 384 | 17 | 616 | 557 | 59 |
| $50,000 – $69,999 | 13,024 | 12,689 | 335 | 72 | 70 | 2 | 202 | 199 | 3 | 280 | 256 | 24 |
| $70,000 et plus | 4,873 | 4,815 | 58 | 16 | 16 | 0 | 57 | 57 | 0 | 66 | 65 | 1 |
| Nombre total des salariés | 192,211 | 158,828 | 33,383 | 1,643 | 1,427 | 216 | 3,182 | 2,833 | 349 | 6,238 | 4,680 | 1,555 |

## Tableau 6.5

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR BANCAIRE SELON LE SEXE ET L'ÉCHELLE DE RÉMUNÉRATION

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Echelle de rémunération | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Moins de $2,500** | **739** | 94 | 645 | **2** | 0 | 2 | **9** | 3 | 6 | **33** | 7 | 26 |
| **$2,500 – $4,999** | **2,157** | 228 | 1,929 | **6** | 1 | 5 | **23** | 6 | 17 | **162** | 22 | 140 |
| **$5,000 – $7,499** | **3,673** | 377 | 3,296 | **8** | 1 | 7 | **58** | 14 | 44 | **179** | 41 | 138 |
| **$7,500 – $9,999** | **6,058** | 378 | 5,680 | **25** | 1 | 24 | **107** | 13 | 94 | **334** | 50 | 284 |
| **$10,000 – $12,499** | **6,239** | 291 | 5,948 | **33** | 0 | 33 | **104** | 5 | 99 | **384** | 40 | 344 |
| **$12,500 – $14,999** | **3,761** | 201 | 3,560 | **21** | 1 | 20 | **76** | 6 | 70 | **287** | 41 | 246 |
| **$15,000 – $17,499** | **3,923** | 282 | 3,641 | **34** | 0 | 34 | **44** | 3 | 41 | **299** | 65 | 234 |
| **$17,500 – $19,999** | **2,228** | 107 | 2,121 | **24** | 0 | 24 | **23** | 0 | 23 | **181** | 21 | 160 |
| **$20,000 – $24,999** | **1,072** | 39 | 1,033 | **14** | 1 | 13 | **20** | 2 | 18 | **83** | 6 | 77 |
| **$25,000 – $29,999** | **87** | 11 | 76 | **0** | 0 | 0 | **1** | 0 | 1 | **6** | 0 | 6 |
| **$30,000 – $39,999** | **37** | 3 | 34 | **0** | 0 | 0 | **0** | 0 | 0 | **2** | 0 | 2 |
| **$40,000 – $49,999** | **14** | 3 | 11 | **0** | 0 | 0 | **0** | 0 | 0 | **3** | 2 | 1 |
| **$50,000 et plus** | **9** | 3 | 6 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Nombre total des salariés** | **29,997** | **2,017** | **27,980** | **167** | **5** | **162** | **465** | **52** | **413** | **1,953** | **295** | **1,658** |

## Tableau 6.4

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR BANCAIRE SELON LE SEXE ET L'ÉCHELLE DE RÉMUNÉRATION

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Echelle de rémunération** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Moins de $10,000** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **$10,000 – $14,999** | **774** | 91 | 683 | **4** | 0 | 4 | **17** | 1 | 16 | **55** | 13 | 42 |
| **$15,000 – $17,499** | **15,065** | 1,445 | 13,620 | **117** | 10 | 107 | **348** | 51 | 297 | **1,449** | 315 | 1,134 |
| **$17,500 – $19,999** | **27,409** | 2,105 | 25,304 | **213** | 11 | 202 | **598** | 67 | 531 | **3,169** | 478 | 2,691 |
| **$20,000 – $22,499** | **22,917** | 1,991 | 20,926 | **144** | 17 | 127 | **500** | 67 | 433 | **3,304** | 436 | 2,868 |
| **$22,500 – $24,999** | **15,282** | 2,113 | 13,169 | **103** | 11 | 92 | **283** | 57 | 226 | **2,156** | 373 | 1,783 |
| **$25,000 – $27,499** | **10,735** | 1,950 | 8,785 | **49** | 6 | 43 | **166** | 36 | 130 | **1,300** | 300 | 1,000 |
| **$27,500 – $29,999** | **8,188** | 1,852 | 6,336 | **33** | 6 | 27 | **167** | 60 | 107 | **908** | 235 | 673 |
| **$30,000 – $34,999** | **11,691** | 4,113 | 7,578 | **46** | 14 | 32 | **250** | 119 | 131 | **1,249** | 486 | 763 |
| **$35,000 – $39,999** | **8,391** | 4,462 | 3,929 | **36** | 15 | 21 | **180** | 114 | 66 | **899** | 475 | 424 |
| **$40,000 – $49,999** | **12,058** | 8,746 | 3,312 | **24** | 16 | 8 | **301** | 247 | 54 | **1,160** | 777 | 383 |
| **$50,000 – $69,999** | **9,329** | 8,224 | 1,105 | **17** | 12 | 5 | **205** | 191 | 14 | **598** | 489 | 109 |
| **$70,000 et plus** | **2,942** | 2,784 | 158 | **5** | 5 | 0 | **66** | 65 | 1 | **95** | 83 | 12 |
| **Nombre total des salariés** | **144,781** | **39,876** | **104,905** | **791** | **123** | **668** | **3,081** | **1,075** | **2,006** | **16,342** | **4,460** | **11,882** |

## Tableau 6.3

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI TEMPORAIRE SELON LE SEXE ET L'ÉCHELLE DE RÉMUNÉRATION

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Echelle de rémunération** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Moins de $2,500** | **1,563** | 1,188 | 375 | **6** | 5 | 1 | **6** | 5 | 1 | **54** | 12 | 42 |
| **$2,500 – $4,999** | **931** | 641 | 290 | **7** | 4 | 3 | **2** | 1 | 1 | **45** | 7 | 38 |
| **$5,000 – $7,499** | **709** | 441 | 268 | **6** | 4 | 2 | **2** | 1 | 1 | **14** | 5 | 9 |
| **$7,500 – $9,999** | **537** | 353 | 184 | **3** | 2 | 1 | **1** | 1 | 0 | **18** | 7 | 11 |
| **$10,000 – $12,499** | **417** | 244 | 173 | **5** | 2 | 3 | **5** | 3 | 2 | **11** | 3 | 8 |
| **$12,500 – $14,999** | **441** | 295 | 146 | **6** | 4 | 2 | **4** | 3 | 1 | **14** | 6 | 8 |
| **$15,000 – $17,499** | **369** | 261 | 108 | **3** | 2 | 1 | **6** | 6 | 0 | **5** | 1 | 4 |
| **$17,500 – $19,999** | **502** | 322 | 180 | **4** | 3 | 1 | **6** | 5 | 1 | **21** | 14 | 7 |
| **$20,000 – $24,999** | **1,178** | 660 | 518 | **23** | 12 | 11 | **14** | 10 | 4 | **13** | 9 | 4 |
| **$25,000 – $29,999** | **785** | 509 | 276 | **9** | 7 | 2 | **4** | 4 | 0 | **17** | 8 | 9 |
| **$30,000 – $39,999** | **769** | 452 | 317 | **10** | 6 | 4 | **5** | 3 | 2 | **13** | 7 | 6 |
| **$40,000 – $49,999** | **438** | 267 | 171 | **0** | 0 | 0 | **1** | 1 | 0 | **9** | 5 | 4 |
| **$50,000 et plus** | **356** | 238 | 118 | **1** | 1 | 0 | **1** | 1 | 0 | **2** | 1 | 1 |
| **Nombre total des salariés** | **8,995** | **5,871** | **3,124** | **83** | **52** | **31** | **57** | **44** | **13** | **236** | **85** | **151** |

## Tableau 6.2

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL SELON LE SEXE ET L'ÉCHELLE DE RÉMUNÉRATION

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Echelle de rémunération** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Moins de $2,500** | **2,111** | 962 | 1,155 | **10** | 5 | 5 | **22** | 13 | 9 | **103** | 41 | 62 |
| **$2,500 – $4,999** | **3,653** | 1,098 | 2,555 | **12** | 6 | 6 | **36** | 16 | 20 | **217** | 43 | 174 |
| **$5,000 – $7,499** | **5,873** | 1,373 | 4,500 | **21** | 8 | 13 | **66** | 19 | 47 | **287** | 76 | 211 |
| **$7,500 – $9,999** | **9,829** | 2,223 | 7,606 | **47** | 12 | 35 | **127** | 27 | 100 | **578** | 151 | 427 |
| **$10,000 – $12,499** | **9,047** | 1,701 | 7,346 | **53** | 10 | 43 | **130** | 19 | 111 | **602** | 184 | 418 |
| **$12,500 – $14,999** | **5,890** | 1,111 | 4,780 | **38** | 10 | 28 | **98** | 16 | 82 | **357** | 65 | 292 |
| **$15,000 – $17,499** | **6,433** | 1,365 | 5,068 | **40** | 4 | 36 | **56** | 7 | 49 | **371** | 95 | 276 |
| **$17,500 – $19,999** | **4,190** | 1,211 | 2,979 | **34** | 5 | 29 | **30** | 2 | 28 | **230** | 45 | 185 |
| **$20,000 – $24,999** | **3,478** | 1,125 | 2,355 | **24** | 5 | 19 | **48** | 16 | 32 | **161** | 37 | 124 |
| **$25,000 – $29,999** | **9,937** | 3,110 | 6,827 | **93** | 22 | 71 | **133** | 50 | 83 | **417** | 134 | 282 |
| **$30,000 – $39,999** | **630** | 421 | 209 | **0** | 0 | 0 | **4** | 4 | 0 | **14** | 9 | 5 |
| **$40,000 – $49,999** | **95** | 70 | 25 | **1** | 1 | 0 | **0** | 0 | 0 | **5** | 4 | 1 |
| **$50,000 et plus** | **52** | 38 | 14 | **0** | 0 | 0 | **0** | 0 | 0 | **4** | 4 | 0 |
| **Nombre total des salariés** | **61,218** | **15,808** | **45,419** | **373** | **88** | **285** | **750** | **189** | **561** | **3,346** | **888** | **2,457** |

## Tableau 6.1

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN SELON LE SEXE ET L'ÉCHELLE DE RÉMUNÉRATION

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Echelle de rémunération** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Moins de $10,000** | **4,206** | 3,600 | 606 | **90** | 67 | 23 | **51** | 44 | 7 | **77** | 48 | 29 |
| **$10,000 – $14,999** | **8,933** | 4,269 | 4,664 | **118** | 64 | 54 | **115** | 58 | 57 | **443** | 195 | 248 |
| **$15,000 – $17,499** | **24,889** | 5,322 | 19,567 | **202** | 38 | 164 | **473** | 104 | 369 | **1,977** | 507 | 1,470 |
| **$17,500 – $19,999** | **41,374** | 8,340 | 33,034 | **379** | 91 | 288 | **760** | 152 | 608 | **3,821** | 732 | 3,089 |
| **$20,000 – $22,499** | **38,399** | 9,734 | 28,665 | **268** | 75 | 193 | **712** | 188 | 524 | **3,929** | 689 | 3,239 |
| **$22,500 – $24,999** | **34,619** | 12,539 | 22,080 | **248** | 89 | 159 | **562** | 218 | 344 | **2,899** | 705 | 2,193 |
| **$25,000 – $27,499** | **42,293** | 21,532 | 20,761 | **386** | 256 | 130 | **740** | 456 | 284 | **2,533** | 926 | 1,607 |
| **$27,500 – $29,999** | **79,425** | 52,411 | 27,014 | **606** | 413 | 193 | **1,500** | 1,155 | 345 | **3,449** | 1,727 | 1,722 |
| **$30,000 – $34,999** | **103,837** | 77,793 | 26,044 | **749** | 625 | 124 | **1,986** | 1,677 | 309 | **4,401** | 2,949 | 1,452 |
| **$35,000 – $39,999** | **48,252** | 38,542 | 9,710 | **351** | 312 | 39 | **839** | 724 | 115 | **2,411** | 1,745 | 665 |
| **$40,000 – $49,999** | **59,972** | 50,576 | 9,396 | **306** | 281 | 25 | **1,032** | 931 | 101 | **2,932** | 2,292 | 640 |
| **$50,000 – $69,999** | **34,706** | 31,810 | 2,896 | **143** | 129 | 14 | **565** | 539 | 26 | **1,496** | 1,327 | 169 |
| **$70,000 et plus** | **10,391** | 9,987 | 404 | **25** | 25 | 0 | **147** | 145 | 2 | **202** | 186 | 16 |
| Nombre total des salariés | **531,296** | **326,455** | **204,841** | **3,871** | **2,465** | **1,406** | **9,482** | **6,391** | **3,091** | **30,570** | **14,028** | **16,539** |

## Tableau 5.7 (Cont'd)

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LES AUTRES SECTEURS SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Employés de bureau | 4 | 349 | 140 | 209 | 0 | 0 | 0 | 1 | 0 | 1 | 12 | 1 | 11 |
| | 3 | 1,082 | 282 | 803 | 5 | 1 | 4 | 23 | 11 | 12 | 37 | 10 | 27 |
| | 2 | 2,933 | 404 | 2,526 | 20 | 5 | 15 | 67 | 26 | 41 | 123 | 17 | 106 |
| | 1 | 1,613 | 247 | 1,366 | 24 | 3 | 21 | 45 | 13 | 32 | 67 | 15 | 52 |
| Employés du secteur de la vente | 4 | 100 | 91 | 9 | 1 | 1 | 0 | 2 | 2 | 0 | 3 | 2 | 1 |
| | 3 | 123 | 112 | 11 | 0 | 0 | 0 | 1 | 1 | 0 | 5 | 4 | 1 |
| | 2 | 199 | 176 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 5 | 1 |
| | 1 | 173 | 128 | 45 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 0 | 2 |
| Employés du secteur des services | 4 | 374 | 182 | 192 | 8 | 2 | 6 | 2 | 2 | 0 | 98 | 45 | 53 |
| | 3 | 168 | 123 | 45 | 10 | 6 | 4 | 0 | 0 | 0 | 2 | 2 | 0 |
| | 2 | 309 | 199 | 110 | 9 | 4 | 5 | 4 | 3 | 1 | 41 | 24 | 17 |
| | 1 | 352 | 199 | 153 | 10 | 3 | 7 | 10 | 8 | 2 | 10 | 4 | 6 |
| Travailleurs qualifiés et artisans | 4 | 825 | 822 | 3 | 20 | 20 | 0 | 27 | 27 | 0 | 17 | 17 | 0 |
| | 3 | 1,224 | 1,222 | 2 | 12 | 12 | 0 | 33 | 33 | 0 | 10 | 10 | 0 |
| | 2 | 1,195 | 1,190 | 5 | 8 | 8 | 0 | 65 | 64 | 1 | 12 | 12 | 0 |
| | 1 | 572 | 562 | 10 | 7 | 6 | 1 | 18 | 18 | 0 | 12 | 11 | 1 |
| Travailleurs manuels spécialisés | 4 | 603 | 594 | 9 | 56 | 55 | 1 | 10 | 10 | 0 | 5 | 5 | 0 |
| | 3 | 1,518 | 1,509 | 9 | 38 | 37 | 1 | 23 | 23 | 0 | 27 | 27 | 0 |
| | 2 | 2,346 | 2,322 | 24 | 36 | 33 | 3 | 74 | 74 | 0 | 22 | 22 | 0 |
| | 1 | 2,100 | 2,067 | 33 | 35 | 33 | 2 | 91 | 90 | 1 | 10 | 10 | 0 |
| Autres travailleurs manuels | 4 | 846 | 832 | 14 | 8 | 8 | 0 | 35 | 33 | 2 | 6 | 6 | 0 |
| | 3 | 2,130 | 2,009 | 121 | 30 | 29 | 1 | 96 | 96 | 0 | 23 | 22 | 1 |
| | 2 | 1,890 | 1,824 | 66 | 17 | 16 | 1 | 33 | 31 | 2 | 42 | 29 | 13 |
| | 1 | 1,801 | 1,483 | 318 | 30 | 28 | 2 | 44 | 41 | 3 | 39 | 36 | 3 |
| Nombre total des salariés | | 41,150 | 32,379 | 8,771 | 489 | 401 | 88 | 1,048 | 923 | 125 | 1,291 | 88[illegible] | 409 |

## Tableau 5.7

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LES AUTRES SECTEURS SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 4 | **126** | 123 | 3 | **0** | 0 | 0 | **1** | 1 | 0 | **1** | 1 | 0 |
| | 3 | **95** | 94 | 1 | **0** | 0 | 0 | **2** | 2 | 0 | **2** | 2 | 0 |
| | 2 | **153** | 139 | 14 | **0** | 0 | 0 | **1** | 1 | 0 | **5** | 4 | 1 |
| | 1 | **341** | 307 | 34 | **1** | 1 | 0 | **4** | 4 | 0 | **7** | 6 | 1 |
| Cadres intermédiaires et autres cadres | 4 | **436** | 408 | 28 | **0** | 0 | 0 | **8** | 8 | 0 | **16** | 16 | 0 |
| | 3 | **1,136** | 1,025 | 111 | **5** | 4 | 1 | **28** | 27 | 1 | **42** | 39 | 3 |
| | 2 | **1,617** | 1,393 | 224 | **12** | 10 | 2 | **33** | 31 | 2 | **24** | 21 | 3 |
| | 1 | **1,762** | 1,404 | 358 | **14** | 13 | 1 | **48** | 42 | 6 | **25** | 11 | 14 |
| Professionnels | 4 | **214** | 189 | 25 | **0** | 0 | 0 | **3** | 3 | 0 | **12** | 10 | 2 |
| | 3 | **1,153** | 1,072 | 81 | **2** | 2 | 0 | **24** | 24 | 0 | **146** | 141 | 5 |
| | 2 | **1,664** | 1,356 | 308 | **3** | 2 | 1 | **22** | 18 | 4 | **139** | 114 | 25 |
| | 1 | **815** | 494 | 321 | **2** | 1 | 1 | **9** | 6 | 3 | **48** | 36 | 12 |
| Semi-professionnels et techniciens | 4 | **250** | 220 | 30 | **5** | 5 | 0 | **5** | 5 | 0 | **7** | 5 | 3 |
| | 3 | **1,141** | 1,028 | 113 | **3** | 3 | 0 | **28** | 28 | 0 | **41** | 35 | 6 |
| | 2 | **1,326** | 1,018 | 308 | **8** | 8 | 0 | **34** | 30 | 4 | **41** | 33 | 8 |
| | 1 | **674** | 447 | 227 | **13** | 11 | 2 | **12** | 11 | 1 | **37** | 28 | 9 |
| Surveillants | 4 | **389** | 309 | 80 | **3** | 3 | 0 | **5** | 5 | 0 | **20** | 15 | 5 |
| | 3 | **528** | 434 | 94 | **3** | 2 | 1 | **7** | 3 | 4 | **11** | 6 | 5 |
| | 2 | **448** | 308 | 140 | **1** | 0 | 1 | **6** | 5 | 1 | **9** | 2 | 7 |
| | 1 | **286** | 134 | 152 | **3** | 0 | 3 | **7** | 6 | 1 | **12** | 7 | 5 |
| Contremaîtres | 4 | **353** | 353 | 0 | **8** | 8 | 0 | **15** | 15 | 0 | **6** | 6 | 0 |
| | 3 | **692** | 689 | 3 | **10** | 9 | 1 | **24** | 24 | 0 | **5** | 5 | 0 |
| | 2 | **436** | 435 | 1 | **7** | 7 | 0 | **11** | 11 | 0 | **3** | 3 | 0 |
| | 1 | **290** | 281 | 9 | **2** | 2 | 0 | **6** | 6 | 0 | **1** | 1 | 0 |

## Tableau 5.6 (Cont'd)

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Employés de bureau | 4 | 5,301 | 3,630 | 1,671 | 27 | 20 | 7 | 67 | 51 | 16 | 162 | 93 | 69 |
| | 3 | 44,727 | 24,272 | 20,455 | 319 | 156 | 163 | 719 | 503 | 216 | 1,911 | 891 | 1,020 |
| | 2 | 11,906 | 1,077 | 10,829 | 86 | 8 | 78 | 171 | 38 | 133 | 704 | 97 | 607 |
| | 1 | 6,521 | 771 | 5,750 | 53 | 9 | 44 | 81 | 12 | 69 | 310 | 47 | 263 |
| Employés du secteur de la vente | 4 | 527 | 384 | 143 | 1 | 1 | 0 | 4 | 4 | 0 | 11 | 7 | 4 |
| | 3 | 987 | 442 | 545 | 3 | 0 | 3 | 13 | 6 | 7 | 50 | 21 | 29 |
| | 2 | 1,486 | 493 | 993 | 7 | 1 | 6 | 18 | 4 | 14 | 44 | 20 | 24 |
| | 1 | 1,167 | 582 | 585 | 4 | 0 | 4 | 8 | 6 | 2 | 37 | 22 | 15 |
| Employés du secteur des services | 4 | 35 | 19 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 16 | 12 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 56 | 14 | 42 | 0 | 0 | 0 | 2 | 0 | 2 | 4 | 0 | 4 |
| | 1 | 75 | 52 | 23 | 0 | 0 | 0 | 1 | 1 | 0 | 5 | 4 | 1 |
| Travailleurs qualifiés et artisans | 4 | 3,233 | 3,205 | 28 | 17 | 17 | 0 | 71 | 71 | 0 | 179 | 179 | 0 |
| | 3 | 5,981 | 5,809 | 172 | 33 | 33 | 0 | 105 | 103 | 2 | 203 | 195 | 8 |
| | 2 | 11,147 | 10,902 | 251 | 59 | 54 | 5 | 127 | 123 | 4 | 295 | 283 | 12 |
| | 1 | 786 | 692 | 94 | 6 | 5 | 1 | 7 | 6 | 1 | 32 | 30 | 2 |
| Travailleurs manuels spécialisés | 4 | 404 | 382 | 22 | 0 | 0 | 0 | 10 | 10 | 0 | 14 | 14 | 0 |
| | 3 | 1,556 | 1,389 | 167 | 11 | 9 | 2 | 21 | 21 | 0 | 67 | 65 | 2 |
| | 2 | 2,080 | 1,959 | 121 | 13 | 12 | 1 | 27 | 24 | 3 | 105 | 99 | 6 |
| | 1 | 297 | 244 | 53 | 2 | 2 | 0 | 5 | 5 | 0 | 15 | 10 | 5 |
| Autres travailleurs manuels | 4 | 157 | 148 | 9 | 1 | 1 | 0 | 5 | 4 | 1 | 8 | 6 | 2 |
| | 3 | 384 | 304 | 80 | 3 | 3 | 0 | 5 | 5 | 0 | 18 | 16 | 2 |
| | 2 | 2,125 | 1,972 | 153 | 13 | 13 | 0 | 42 | 39 | 3 | 109 | 106 | 3 |
| | 1 | 293 | 244 | 49 | 3 | 3 | 0 | 9 | 8 | 1 | 20 | 15 | 5 |
| Nombre total des salariés | | 153,150 | 95,369 | 57,787 | 948 | 514 | 434 | 2,171 | 1,560 | 611 | 6,697 | 4,002 | 2,695 |

## Tableau 5.6

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 4 | **171** | 166 | 5 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| | 3 | **102** | 95 | 7 | **0** | 0 | 0 | **2** | 2 | 0 | **0** | 0 | 0 |
| | 2 | **212** | 193 | 19 | **0** | 0 | 0 | **3** | 3 | 0 | **2** | 2 | 0 |
| | 1 | **661** | 602 | 59 | **4** | 3 | 1 | **11** | 11 | 0 | **14** | 12 | 2 |
| Cadres intermédiaires et autres cadres | 4 | **835** | 777 | 58 | **2** | 2 | 0 | **14** | 14 | 0 | **27** | 26 | 1 |
| | 3 | **2,936** | 2,529 | 407 | **11** | 10 | 1 | **36** | 32 | 4 | **125** | 113 | 12 |
| | 2 | **15,507** | 10,252 | 5,255 | **81** | 53 | 28 | **161** | 116 | 45 | **533** | 379 | 154 |
| | 1 | **5,994** | 1,972 | 4,022 | **70** | 13 | 57 | **74** | 34 | 40 | **266** | 91 | 175 |
| Professionnels | 4 | **250** | 210 | 40 | **0** | 0 | 0 | **3** | 3 | 0 | **36** | 32 | 4 |
| | 3 | **493** | 436 | 57 | **2** | 2 | 0 | **4** | 4 | 0 | **71** | 65 | 6 |
| | 2 | **3,237** | 2,565 | 672 | **5** | 4 | 1 | **44** | 39 | 5 | **473** | 403 | 70 |
| | 1 | **1,898** | 1,159 | 739 | **24** | 20 | 4 | **22** | 18 | 4 | **197** | 122 | 75 |
| Semi-professionnels et techniciens | 4 | **589** | 524 | 65 | **2** | 2 | 0 | **8** | 7 | 1 | **31** | 28 | 3 |
| | 3 | **1,576** | 1,417 | 159 | **6** | 6 | 0 | **26** | 25 | 1 | **52** | 49 | 3 |
| | 2 | **5,130** | 4,300 | 830 | **19** | 17 | 2 | **65** | 58 | 7 | **162** | 144 | 18 |
| | 1 | **6,201** | 4,541 | 1,660 | **28** | 16 | 12 | **76** | 60 | 16 | **149** | 111 | 38 |
| Surveillants | 4 | **338** | 259 | 79 | **3** | 3 | 0 | **9** | 8 | 1 | **22** | 21 | 1 |
| | 3 | **3,357** | 2,636 | 721 | **23** | 13 | 10 | **63** | 53 | 10 | **160** | 134 | 26 |
| | 2 | **582** | 270 | 312 | **1** | 1 | 0 | **5** | 3 | 2 | **20** | 7 | 13 |
| | 1 | **396** | 111 | 285 | **2** | 0 | 2 | **2** | 1 | 1 | **13** | 4 | 9 |
| Contremaîtres | 4 | **594** | 587 | 7 | **1** | 1 | 0 | **15** | 15 | 0 | **13** | 13 | 0 |
| | 3 | **326** | 300 | 26 | **1** | 0 | 1 | **4** | 4 | 0 | **8** | 8 | 0 |
| | 2 | **376** | 359 | 17 | **0** | 0 | 0 | **4** | 4 | 0 | **15** | 14 | 1 |
| | 1 | **142** | 111 | 31 | **2** | 1 | 1 | **2** | 2 | 0 | **5** | 4 | 1 |

## Tableau 5.5 (Cont'd)

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Employés de bureau | 4 | 1,244 | 678 | 566 | 10 | 4 | 6 | 26 | 16 | 10 | 62 | 32 | 30 |
| | 3 | 11,289 | 6,814 | 4,475 | 61 | 36 | 25 | 239 | 169 | 70 | 480 | 248 | 232 |
| | 2 | 8,098 | 2,167 | 5,931 | 47 | 13 | 34 | 120 | 55 | 65 | 471 | 121 | 350 |
| | 1 | 4,875 | 970 | 3,905 | 39 | 2 | 37 | 80 | 27 | 53 | 318 | 63 | 255 |
| Employés du secteur de la vente | 4 | 481 | 389 | 92 | 3 | 1 | 2 | 8 | 8 | 0 | 19 | 17 | 2 |
| | 3 | 3,220 | 1,895 | 1,325 | 13 | 5 | 8 | 50 | 34 | 16 | 100 | 63 | 37 |
| | 2 | 4,092 | 1,856 | 2,236 | 23 | 12 | 11 | 50 | 30 | 20 | 128 | 52 | 76 |
| | 1 | 1,782 | 672 | 1,110 | 23 | 12 | 11 | 11 | 6 | 5 | 91 | 26 | 65 |
| Employés du secteur des services | 4 | 1,763 | 954 | 809 | 9 | 5 | 4 | 16 | 12 | 4 | 55 | 37 | 18 |
| | 3 | 6,106 | 2,261 | 3,845 | 37 | 23 | 14 | 66 | 39 | 27 | 197 | 129 | 68 |
| | 2 | 2,229 | 867 | 1,362 | 11 | 4 | 7 | 11 | 9 | 2 | 90 | 45 | 45 |
| | 1 | 2,330 | 920 | 1,408 | 23 | 11 | 12 | 18 | 12 | 6 | 105 | 46 | 61 |
| Travailleurs qualifiés et artisans | 4 | 3,834 | 3,781 | 53 | 27 | 26 | 1 | 72 | 71 | 1 | 186 | 184 | 2 |
| | 3 | 7,427 | 7,401 | 26 | 57 | 57 | 0 | 143 | 143 | 0 | 390 | 388 | 2 |
| | 2 | 17,516 | 17,423 | 93 | 134 | 133 | 1 | 397 | 396 | 1 | 880 | 874 | 6 |
| | 1 | 3,566 | 3,482 | 84 | 37 | 36 | 1 | 64 | 64 | 0 | 168 | 159 | 9 |
| Travailleurs manuels spécialisés | 4 | 4,207 | 4,167 | 38 | 33 | 32 | 1 | 58 | 58 | 0 | 59 | 59 | 0 |
| | 3 | 18,880 | 18,672 | 208 | 178 | 175 | 3 | 337 | 331 | 6 | 311 | 309 | 2 |
| | 2 | 21,756 | 21,326 | 430 | 245 | 242 | 3 | 325 | 323 | 2 | 352 | 341 | 11 |
| | 1 | 7,258 | 6,855 | 403 | 71 | 62 | 9 | 91 | 84 | 7 | 149 | 132 | 17 |
| Autres travailleurs manuels | 4 | 2,889 | 2,816 | 73 | 30 | 26 | 4 | 58 | 58 | 0 | 64 | 63 | 1 |
| | 3 | 7,751 | 7604 | 144 | 145 | 136 | 9 | 169 | 166 | 3 | 182 | 176 | 6 |
| | 2 | 4,599 | 4,476 | 123 | 69 | 63 | 6 | 90 | 89 | 1 | 80 | 68 | 12 |
| | 1 | 3,743 | 3,568 | 175 | 86 | 82 | 4 | 42 | 42 | 0 | 97 | 82 | 15 |
| Nombre total des salariés | | 192,385 | 158,934 | 33,438 | 1,664 | 1,436 | 228 | 3,182 | 2,835 | 347 | 6,307 | 4,748 | 1,561 |

## Tableau 5.5

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 4 | **368** | 361 | 7 | **1** | 1 | 0 | **4** | 4 | 0 | **8** | 8 | 0 |
| | 3 | **115** | 111 | 4 | **0** | 0 | 0 | **1** | 1 | 0 | **1** | 1 | 0 |
| | 2 | **254** | 247 | 7 | **1** | 1 | 0 | **1** | 1 | 0 | **3** | 2 | 1 |
| | 1 | **908** | 852 | 56 | **3** | 3 | 0 | **15** | 14 | 1 | **16** | 14 | 2 |
| Cadres intermédiaires et autres cadres | 4 | **827** | 806 | 21 | **5** | 5 | 0 | **12** | 12 | 0 | **20** | 19 | 1 |
| | 3 | **1,310** | 1,220 | 90 | **3** | 3 | 0 | **30** | 28 | 2 | **34** | 30 | 4 |
| | 2 | **4,563** | 4,123 | 440 | **20** | 19 | 1 | **60** | 53 | 7 | **136** | 123 | 13 |
| | 1 | **3,923** | 3,160 | 763 | **13** | 10 | 3 | **61** | 53 | 8 | **109** | 82 | 27 |
| Professionnels | 4 | **313** | 289 | 24 | **0** | 0 | 0 | **4** | 4 | 0 | **17** | 15 | 2 |
| | 3 | **389** | 352 | 37 | **0** | 0 | 0 | **7** | 7 | 0 | **35** | 33 | 2 |
| | 2 | **1,389** | 1,175 | 214 | **3** | 3 | 0 | **13** | 12 | 1 | **143** | 106 | 37 |
| | 1 | **1,637** | 1,115 | 522 | **4** | 3 | 1 | **23** | 20 | 3 | **157** | 99 | 58 |
| Semi-professionnels et techniciens | 4 | **818** | 802 | 16 | **2** | 2 | 0 | **14** | 14 | 0 | **6** | 6 | 0 |
| | 3 | **3,000** | 2,916 | 84 | **11** | 11 | 0 | **34** | 31 | 3 | **51** | 47 | 4 |
| | 2 | **4,947** | 4,529 | 418 | **18** | 18 | 0 | **76** | 73 | 3 | **108** | 88 | 20 |
| | 1 | **2,425** | 2,123 | 302 | **17** | 17 | 0 | **32** | 27 | 5 | **88** | 74 | 14 |
| Surveillants | 4 | **490** | 413 | 77 | **0** | 0 | 0 | **10** | 10 | 0 | **12** | 6 | 6 |
| | 3 | **1,018** | 816 | 202 | **3** | 2 | 1 | **20** | 17 | 3 | **25** | 18 | 7 |
| | 2 | **1,742** | 1,227 | 515 | **11** | 7 | 4 | **21** | 16 | 5 | **56** | 36 | 20 |
| | 1 | **1,215** | 685 | 530 | **8** | 3 | 5 | **13** | 7 | 6 | **47** | 34 | 13 |
| Contremaîtres | 4 | **1,039** | 1,018 | 15 | **10** | 10 | 0 | **20** | 20 | 0 | **31** | 31 | 0 |
| | 3 | **3,320** | 3,297 | 23 | **20** | 20 | 0 | **63** | 62 | 1 | **80** | 79 | 1 |
| | 2 | **4,543** | 4,451 | 92 | **92** | 92 | 0 | **75** | 75 | 0 | **64** | 62 | 2 |
| | 1 | **897** | 832 | 65 | **8** | 8 | 0 | **32** | 32 | 0 | **26** | 21 | 5 |

## Tableau 5.4 (Cont'd)

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR BANCAIRE SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Employés de bureau | 4 | 461 | 125 | 336 | 2 | 1 | 1 | 9 | 7 | 2 | 60 | 18 | 42 |
| | 3 | 4,932 | 774 | 4,158 | 26 | 6 | 20 | 91 | 27 | 64 | 744 | 134 | 610 |
| | 2 | 31,282 | 2,792 | 28,490 | 172 | 18 | 154 | 631 | 97 | 534 | 4,594 | 683 | 3,911 |
| | 1 | 41,211 | 3,289 | 37,922 | 359 | 25 | 334 | 958 | 108 | 850 | 4,847 | 796 | 4,051 |
| Employés du secteur de la vente | 4 | 26 | 20 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | 6 | 4 | 2 |
| | 3 | 51 | 42 | 9 | 1 | 1 | 0 | 0 | 0 | 0 | 3 | 3 | 0 |
| | 2 | 159 | 102 | 57 | 1 | 1 | 0 | 3 | 3 | 0 | 10 | 4 | 6 |
| | 1 | 255 | 98 | 157 | 1 | 1 | 0 | 4 | 1 | 3 | 21 | 4 | 17 |
| Employés du secteur des services | 4 | 47 | 46 | 1 | 0 | 0 | 0 | 2 | 2 | 0 | 2 | 2 | 0 |
| | 3 | 109 | 105 | 4 | 1 | 1 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| | 2 | 105 | 90 | 15 | 1 | 1 | 0 | 7 | 7 | 0 | 9 | 8 | 1 |
| | 1 | 156 | 111 | 45 | 2 | 2 | 0 | 7 | 4 | 3 | 26 | 14 | 12 |
| Travailleurs qualifiés et artisans | 4 | 45 | 45 | 0 | 1 | 1 | 0 | 4 | 4 | 0 | 5 | 5 | 0 |
| | 3 | 93 | 84 | 9 | 0 | 0 | 0 | 2 | 2 | 0 | 14 | 14 | 0 |
| | 2 | 85 | 69 | 16 | 0 | 0 | 0 | 1 | 1 | 0 | 7 | 7 | 0 |
| | 1 | 72 | 56 | 16 | 0 | 0 | 0 | 1 | 0 | 1 | 8 | 7 | 1 |
| Travailleurs manuels spécialisés | 4 | 19 | 18 | 1 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 |
| | 3 | 18 | 17 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 2 | 45 | 42 | 3 | 0 | 0 | 0 | 2 | 2 | 0 | 7 | 6 | 1 |
| | 1 | 54 | 52 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 | 0 |
| Autres travailleurs manuels | 4 | 40 | 36 | 4 | 0 | 0 | 0 | 2 | 2 | 0 | 5 | 5 | 0 |
| | 3 | 80 | 67 | 13 | 1 | 1 | 0 | 1 | 1 | 0 | 8 | 5 | 3 |
| | 2 | 121 | 112 | 9 | 2 | 1 | 1 | 6 | 6 | 0 | 1 | 1 | 0 |
| | 1 | 51 | 41 | 10 | 0 | 0 | 0 | 5 | 5 | 0 | 4 | 3 | 1 |
| Nombre total des salariés | | 144,781 | 39,877 | 104,904 | 791 | 123 | 668 | 3,081 | 1,075 | 2,006 | 16,342 | 4,466 | 11,876 |

## Tableau 5.4

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR BANCAIRE SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 4 | 71 | 71 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 4 | 4 | 0 |
| | 3 | 30 | 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 124 | 122 | 2 | 0 | 0 | 0 | 3 | 3 | 0 | 5 | 5 | 0 |
| | 1 | 1,218 | 1,156 | 62 | 1 | 1 | 0 | 31 | 30 | 1 | 46 | 45 | 1 |
| Cadres intermédiaires et autres cadres | 4 | 687 | 633 | 54 | 3 | 3 | 0 | 21 | 20 | 1 | 27 | 22 | 5 |
| | 3 | 3,222 | 2,893 | 329 | 8 | 5 | 3 | 84 | 82 | 2 | 118 | 92 | 26 |
| | 2 | 12,497 | 9,876 | 2,621 | 22 | 16 | 6 | 301 | 248 | 53 | 768 | 550 | 218 |
| | 1 | 20,484 | 7,950 | 12,534 | 78 | 20 | 58 | 333 | 185 | 148 | 1,627 | 603 | 1,024 |
| Professionnels | 4 | 62 | 53 | 9 | 0 | 0 | 0 | 1 | 1 | 0 | 5 | 4 | 1 |
| | 3 | 326 | 249 | 77 | 1 | 0 | 1 | 9 | 9 | 0 | 44 | 33 | 11 |
| | 2 | 2,469 | 1,809 | 660 | 7 | 6 | 1 | 60 | 51 | 9 | 449 | 327 | 122 |
| | 1 | 13,327 | 5,023 | 8,304 | 41 | 6 | 35 | 244 | 100 | 144 | 1,645 | 791 | 854 |
| Semi-professionnels et techniciens | 4 | 49 | 36 | 13 | 0 | 0 | 0 | 1 | 1 | 0 | 4 | 3 | 1 |
| | 3 | 133 | 90 | 43 | 1 | 0 | 1 | 3 | 2 | 1 | 12 | 7 | 5 |
| | 2 | 516 | 216 | 300 | 1 | 0 | 1 | 20 | 10 | 10 | 45 | 27 | 18 |
| | 1 | 854 | 195 | 659 | 3 | 0 | 3 | 9 | 3 | 6 | 43 | 18 | 25 |
| Surveillants | 4 | 122 | 52 | 70 | 1 | 0 | 1 | 4 | 2 | 2 | 20 | 13 | 7 |
| | 3 | 902 | 257 | 645 | 8 | 2 | 6 | 26 | 8 | 18 | 119 | 34 | 85 |
| | 2 | 3,924 | 484 | 3,440 | 20 | 0 | 20 | 102 | 20 | 82 | 566 | 98 | 468 |
| | 1 | 4,183 | 387 | 3,796 | 24 | 2 | 22 | 87 | 15 | 72 | 403 | 56 | 347 |
| Contremaîtres | 4 | 9 | 9 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | 3 | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 12 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 1 | 36 | 34 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 0 |

## Tableau 5.3 (Cont'd)

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI TEMPORAIRE SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Employés de bureau | 4 | 100 | 29 | 71 | 1 | 0 | 1 | 0 | 0 | 0 | 8 | 1 | 7 |
| | 3 | 429 | 54 | 375 | 2 | 0 | 2 | 7 | 3 | 4 | 18 | 2 | 16 |
| | 2 | 386 | 75 | 311 | 0 | 0 | 0 | 1 | 1 | 0 | 26 | 5 | 21 |
| | 1 | 659 | 113 | 546 | 6 | 0 | 6 | 2 | 0 | 2 | 100 | 20 | 80 |
| Employés du secteur de la vente | 4 | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 5 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 21 | 13 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | 1 | 26 | 15 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés du secteur des services | 4 | 34 | 24 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 88 | 76 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 140 | 113 | 27 | 1 | 1 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| | 1 | 197 | 106 | 91 | 1 | 0 | 1 | 1 | 0 | 1 | 3 | 3 | 0 |
| Travailleurs qualifiés et artisans | 4 | 45 | 43 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 2 | 2 | 0 |
| | 3 | 135 | 118 | 17 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | 2 | 87 | 85 | 2 | 0 | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 0 |
| | 1 | 79 | 76 | 3 | 1 | 1 | 0 | 1 | 1 | 0 | 2 | 2 | 0 |
| Travailleurs manuels spécialisés | 4 | 192 | 188 | 4 | 1 | 1 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| | 3 | 234 | 221 | 13 | 3 | 3 | 0 | 2 | 2 | 0 | 3 | 3 | 0 |
| | 2 | 203 | 176 | 27 | 2 | 2 | 0 | 2 | 2 | 0 | 1 | 1 | 0 |
| | 1 | 344 | 293 | 51 | 3 | 3 | 0 | 1 | 1 | 0 | 7 | 6 | 1 |
| Autres travailleurs manuels | 4 | 195 | 180 | 15 | 6 | 5 | 1 | 1 | 0 | 1 | 2 | 2 | 0 |
| | 3 | 358 | 274 | 84 | 18 | 10 | 8 | 12 | 10 | 2 | 17 | 15 | 2 |
| | 2 | 739 | 649 | 90 | 11 | 7 | 4 | 2 | 2 | 0 | 6 | 3 | 3 |
| | 1 | 1,597 | 1,478 | 119 | 8 | 7 | 1 | 4 | 4 | 0 | 8 | 6 | 2 |
| Nombre total des salariés | | 601,626 | 348,193 | 253,426 | 4,364 | 2,630 | 1,734 | 10,289 | 6,626 | 3,663 | 34,232 | 15,091 | 19,155 |

## Tableau 5.3

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI TEMPORAIRE SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 4 | 13 | 9 | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 52 | 30 | 22 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| | 2 | 91 | 59 | 32 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 59 | 26 | 33 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Professionnels | 4 | 13 | 11 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 9 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 322 | 199 | 123 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | 1 | 982 | 514 | 468 | 4 | 0 | 4 | 3 | 1 | 2 | 20 | 10 | 10 |
| Semi-professionnels et techniciens | 4 | 16 | 9 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 28 | 18 | 10 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | 2 | 266 | 143 | 123 | 0 | 0 | 0 | 2 | 2 | 0 | 2 | 1 | 1 |
| | 1 | 780 | 379 | 401 | 10 | 7 | 3 | 5 | 4 | 1 | 11 | 5 | 6 |
| Surveillants | 4 | 7 | 6 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 4 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 5 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 7 | 4 | 3 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Contremaîtres | 4 | 11 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 3 | 11 | 11 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| | 2 | 12 | 11 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 11 | 9 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

## Tableau 5.2 (Cont'd)

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Employés de bureau | 4 | 5,366 | 1,765 | 3,601 | 46 | 13 | 33 | 73 | 36 | 37 | 253 | 92 | 161 |
| | 3 | 10,356 | 1,129 | 9,225 | 84 | 6 | 78 | 154 | 15 | 139 | 672 | 89 | 583 |
| | 2 | 15,798 | 1,131 | 14,667 | 88 | 4 | 84 | 239 | 25 | 214 | 988 | 158 | 830 |
| | 1 | 12,949 | 1,162 | 11,787 | 58 | 4 | 54 | 149 | 30 | 119 | 743 | 125 | 618 |
| Employés du secteur de la vente | 4 | 474 | 46 | 428 | 4 | 1 | 3 | 8 | 1 | 7 | 17 | 6 | 11 |
| | 3 | 356 | 68 | 288 | 3 | 1 | 2 | 4 | 0 | 4 | 18 | 9 | 9 |
| | 2 | 812 | 117 | 695 | 5 | 2 | 3 | 7 | 1 | 6 | 28 | 5 | 23 |
| | 1 | 1,784 | 373 | 1,411 | 11 | 2 | 9 | 8 | 3 | 5 | 92 | 29 | 63 |
| Employés du secteur des services | 4 | 418 | 216 | 202 | 1 | 1 | 0 | 1 | 0 | 1 | 43 | 21 | 22 |
| | 3 | 262 | 146 | 116 | 2 | 1 | 1 | 2 | 2 | 0 | 12 | 8 | 4 |
| | 2 | 715 | 523 | 192 | 3 | 1 | 2 | 5 | 5 | 0 | 27 | 19 | 8 |
| | 1 | 332 | 152 | 181 | 2 | 0 | 2 | 4 | 1 | 3 | 5 | 3 | 2 |
| Travailleurs qualifiés et artisans | 4 | 106 | 90 | 16 | 2 | 2 | 0 | 0 | 0 | 0 | 11 | 10 | 1 |
| | 3 | 213 | 202 | 11 | 0 | 0 | 0 | 1 | 1 | 0 | 9 | 9 | 0 |
| | 2 | 168 | 147 | 22 | 2 | 2 | 0 | 1 | 1 | 0 | 3 | 3 | 0 |
| | 1 | 238 | 198 | 40 | 3 | 3 | 0 | 1 | 1 | 0 | 2 | 1 | 1 |
| Travailleurs manuels spécialisés | 4 | 484 | 446 | 38 | 4 | 4 | 0 | 4 | 4 | 0 | 13 | 11 | 2 |
| | 3 | 747 | 687 | 60 | 11 | 10 | 1 | 16 | 15 | 1 | 22 | 22 | 0 |
| | 2 | 1,305 | 1,104 | 201 | 7 | 5 | 2 | 9 | 9 | 0 | 39 | 34 | 5 |
| | 1 | 1,629 | 1,317 | 312 | 18 | 16 | 2 | 10 | 10 | 0 | 50 | 31 | 19 |
| Autres travailleurs manuels | 4 | 693 | 575 | 118 | 6 | 4 | 2 | 7 | 3 | 4 | 35 | 24 | 11 |
| | 3 | 740 | 664 | 76 | 7 | 7 | 0 | 2 | 1 | 1 | 99 | 93 | 13 |
| | 2 | 1,308 | 1,173 | 135 | 8 | 7 | 1 | 9 | 8 | 1 | 50 | 43 | 11 |
| | 1 | 1,318 | 1,168 | 150 | 3 | 3 | 0 | 6 | 6 | 0 | 32 | 25 | 7 |
| Nombre total des salariés | | 61,162 | 15,772 | 45,390 | 389 | 104 | 285 | 750 | 189 | 561 | 3,352 | 901 | 2,462 |

## Tableau 5.2

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiairs et autres cadres | 4 | 35 | 7 | 28 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 3 | 62 | 3 | 59 | 0 | 0 | 0 | 1 | 0 | 1 | 6 | 1 | 5 |
| | 2 | 219 | 14 | 205 | 0 | 0 | 0 | 3 | 1 | 2 | 11 | 2 | 9 |
| | 1 | 155 | 17 | 138 | 1 | 0 | 1 | 5 | 1 | 4 | 11 | 0 | 11 |
| Professionnels | 4 | 46 | 10 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| | 3 | 55 | 6 | 49 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 |
| | 2 | 142 | 32 | 110 | 0 | 0 | 0 | 3 | 0 | 3 | 7 | 4 | 3 |
| | 1 | 109 | 18 | 91 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 1 | 4 |
| Semi-professionnels et techniciens | 4 | 181 | 139 | 42 | 2 | 1 | 1 | 3 | 2 | 1 | 5 | 4 | 1 |
| | 3 | 275 | 213 | 62 | 2 | 2 | 0 | 3 | 3 | 0 | 2 | 1 | 1 |
| | 2 | 352 | 223 | 129 | 1 | 1 | 0 | 3 | 1 | 2 | 5 | 2 | 3 |
| | 1 | 548 | 364 | 184 | 1 | 0 | 1 | 5 | 3 | 2 | 8 | 3 | 5 |
| Surveillants | 4 | 40 | 15 | 25 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 |
| | 3 | 61 | 8 | 53 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 5 |
| | 2 | 179 | 59 | 120 | 3 | 1 | 2 | 1 | 0 | 1 | 16 | 9 | 7 |
| | 1 | 116 | 29 | 87 | 0 | 0 | 0 | 1 | 0 | 1 | 4 | 1 | 3 |
| Contremaîtres | 4 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 1 | 5 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |

## Tableau 5.1(Cont'd)

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Quart** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Employés de bureau** | 4 | **7,355** | 4,573 | 2,782 | **39** | 25 | 14 | **103** | 74 | 29 | **296** | 144 | 152 |
| | 3 | **62,030** | 32,142 | 29,891 | **411** | 199 | 212 | **1,072** | 710 | 362 | **3,172** | 1,283 | 1,889 |
| | 2 | **54,219** | 6,440 | 47,776 | **325** | 44 | 281 | **989** | 216 | 773 | **5,892** | 918 | 4,974 |
| | 1 | **54,220** | 5,277 | 48,943 | **475** | 39 | 436 | **1,164** | 160 | 1,004 | **5,542** | 921 | 4,621 |
| **Employés du secteur de la vente** | 4 | **1,134** | 884 | 250 | **6** | 4 | 2 | **14** | 14 | 0 | **39** | 30 | 9 |
| | 3 | **4,381** | 2,491 | 1,890 | **17** | 6 | 11 | **64** | 41 | 23 | **158** | 91 | 67 |
| | 2 | **5,936** | 2,627 | 3,309 | **31** | 14 | 17 | **71** | 37 | 34 | **188** | 81 | 107 |
| | 1 | **3,377** | 1,480 | 1,897 | **28** | 13 | 15 | **24** | 14 | 10 | **151** | 52 | 99 |
| **Employés du secteur des services** | 4 | **2,219** | 1,201 | 1,018 | **17** | 7 | 10 | **20** | 16 | 4 | **155** | 84 | 71 |
| | 3 | **6,399** | 2,501 | 3,898 | **48** | 30 | 18 | **68** | 41 | 27 | **200** | 132 | 68 |
| | 2 | **2,699** | 1,170 | 1,529 | **21** | 9 | 12 | **24** | 19 | 5 | **144** | 77 | 67 |
| | 1 | **2,913** | 1,282 | 1,629 | **35** | 16 | 19 | **36** | 25 | 11 | **146** | 68 | 80 |
| **Travailleurs qualifiés et artisans** | 4 | **7,937** | 7,853 | 84 | **65** | 64 | 1 | **174** | 173 | 1 | **387** | 385 | 2 |
| | 3 | **14,725** | 14,516 | 209 | **102** | 102 | 0 | **283** | 281 | 2 | **617** | 607 | 10 |
| | 2 | **29,943** | 29,584 | 365 | **201** | 195 | 6 | **590** | 584 | 6 | **1,194** | 1,176 | 18 |
| | 1 | **4,996** | 4,792 | 204 | **50** | 47 | 3 | **90** | 88 | 2 | **220** | 207 | 13 |
| **Travailleurs manuels spécialisés** | 4 | **5,233** | 5,161 | 70 | **90** | 88 | 2 | **79** | 79 | 0 | **79** | 79 | 0 |
| | 3 | **21,972** | 21,587 | 385 | **227** | 221 | 6 | **381** | 375 | 6 | **406** | 402 | 4 |
| | 2 | **26,227** | 25,649 | 578 | **294** | 287 | 7 | **428** | 423 | 5 | **486** | 468 | 18 |
| | 1 | **9,709** | 9,218 | 491 | **108** | 97 | 11 | **187** | 179 | 8 | **178** | 156 | 22 |
| **Autres travailleurs manuels** | 4 | **3,932** | 3,832 | 100 | **39** | 35 | 4 | **100** | 97 | 3 | **83** | 80 | 3 |
| | 3 | **10,345** | 9,984 | 358 | **179** | 169 | 10 | **271** | 268 | 3 | **231** | 219 | 12 |
| | 2 | **8,735** | 8,384 | 351 | **101** | 93 | 8 | **171** | 165 | 6 | **232** | 204 | 28 |
| | 1 | **5,888** | 5,336 | 552 | **119** | 113 | 6 | **100** | 96 | 4 | **160** | 136 | 24 |
| **Nombre total des salariés** | | **531,466** | **326,559** | **204,900** | **3,892** | **2,474** | **1,418** | **9,482** | **6,393** | **3,089** | **30,637** | **14,099** | **16,541** |

## Tableau 5.1

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN SELON LE SEXE, LA CATÉGORIE PROFESSIONNELLE ET LE QUART SALARIAL

| | | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Quart | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 4 | **736** | 721 | 15 | **1** | 1 | 0 | **7** | 7 | 0 | **13** | 13 | 0 |
| | 3 | **342** | 330 | 12 | **0** | 0 | 0 | **5** | 5 | 0 | **3** | 3 | 0 |
| | 2 | **743** | 701 | 42 | **1** | 1 | 0 | **8** | 8 | 0 | **15** | 13 | 2 |
| | 1 | **3,128** | 2,917 | 211 | **9** | 8 | 1 | **61** | 59 | 2 | **83** | 77 | 6 |
| Cadres intermédiaires et autres cadres | 4 | **2,785** | 2,624 | 161 | **10** | 10 | 0 | **55** | 54 | 1 | **90** | 83 | 7 |
| | 3 | **8,604** | 7,667 | 937 | **27** | 22 | 5 | **178** | 169 | 9 | **319** | 274 | 45 |
| | 2 | **34,184** | 25,644 | 8,540 | **135** | 98 | 37 | **555** | 448 | 107 | **1,461** | 1,073 | 388 |
| | 1 | **32,163** | 14,486 | 17,677 | **175** | 56 | 119 | **516** | 314 | 202 | **2,027** | 787 | 1,240 |
| Professionnels | 4 | **839** | 741 | 98 | **0** | 0 | 0 | **11** | 11 | 0 | **70** | 61 | 9 |
| | 3 | **2,361** | 2,109 | 252 | **5** | 4 | 1 | **44** | 44 | 0 | **296** | 272 | 24 |
| | 2 | **8,759** | 6,905 | 1,854 | **18** | 15 | 3 | **139** | 120 | 19 | **1,204** | 950 | 254 |
| | 1 | **17,677** | 7,791 | 9,886 | **71** | 30 | 41 | **298** | 144 | 154 | **2,047** | 1,048 | 999 |
| Semi-professionnels et techniciens | 4 | **1,706** | 1,582 | 124 | **9** | 9 | 0 | **28** | 27 | 1 | **48** | 42 | 7 |
| | 3 | **5,850** | 5,451 | 399 | **21** | 20 | 1 | **91** | 86 | 5 | **156** | 138 | 18 |
| | 2 | **11,919** | 10,063 | 1,856 | **46** | 43 | 3 | **195** | 171 | 24 | **356** | 292 | 64 |
| | 1 | **10,154** | 7,306 | 2,848 | **61** | 44 | 17 | **129** | 101 | 28 | **317** | 231 | 86 |
| Surveillants | 4 | **1,339** | 1,033 | 306 | **7** | 6 | 1 | **28** | 25 | 3 | **74** | 55 | 19 |
| | 3 | **5,805** | 4,143 | 1,662 | **37** | 19 | 18 | **116** | 81 | 35 | **315** | 192 | 123 |
| | 2 | **6,696** | 2,289 | 4,407 | **33** | 8 | 25 | **134** | 44 | 90 | **651** | 143 | 508 |
| | 1 | **6,080** | 1,317 | 4,763 | **37** | 5 | 32 | **109** | 29 | 80 | **475** | 101 | 374 |
| Contremaîtres | 4 | **1,995** | 1,967 | 22 | **19** | 19 | 0 | **51** | 51 | 0 | **50** | 50 | 0 |
| | 3 | **4,345** | 4,293 | 52 | **31** | 29 | 2 | **91** | 90 | 1 | **93** | 92 | 1 |
| | 2 | **5,367** | 5,257 | 110 | **99** | 99 | 0 | **90** | 90 | 0 | **83** | 80 | 3 |
| | 1 | **1,365** | 1,258 | 107 | **12** | 11 | 1 | **40** | 40 | 0 | **35** | 29 | 6 |

## Tableau 4.22

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SOUS-SECTEUR DES SILOS À GRAIN SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **82** | 82 | 0 | **0** | 0 | 0 | **1** | 1 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **1,886** | 1,845 | 41 | **9** | 9 | 0 | **49** | 49 | 0 | **7** | 7 | 0 |
| **Professionnels** | **314** | 232 | 82 | **0** | 0 | 0 | **6** | 5 | 1 | **24** | 17 | 7 |
| **Semi-professionnels et techniciens** | **218** | 150 | 68 | **1** | 1 | 0 | **4** | 4 | 0 | **6** | 5 | 1 |
| **Surveillants** | **877** | 792 | 85 | **3** | 2 | 1 | **12** | 12 | 0 | **9** | 5 | 4 |
| **Contremaîtres** | **485** | 480 | 5 | **11** | 10 | 1 | **16** | 16 | 0 | **2** | 2 | 0 |
| **Employés de bureau** | **1,308** | 223 | 1,085 | **12** | 5 | 7 | **31** | 13 | 18 | **41** | 11 | 30 |
| **Employés du secteur de la vente** | **221** | 199 | 22 | **0** | 0 | 0 | **2** | 2 | 0 | **2** | 2 | 0 |
| **Employés du secteur des services** | **18** | 6 | 12 | **2** | 1 | 1 | **1** | 0 | 1 | **0** | 0 | 0 |
| **Travailleurs qualifiés et artisans** | **540** | 535 | 5 | **5** | 5 | 0 | **9** | 9 | 0 | **4** | 4 | 0 |
| **Travailleurs manuels spécialisés** | **1,375** | 1,352 | 23 | **13** | 13 | 0 | **22** | 22 | 0 | **6** | 6 | 0 |
| **Autres travailleurs manuels** | **2,231** | 2,200 | 31 | **14** | 14 | 0 | **35** | 35 | 0 | **7** | 6 | 1 |
| **Nombre total des salariés** | **9,555** | **8,096** | **1,459** | **70** | **60** | **10** | **188** | **168** | **20** | **108** | **65** | **43** |

## Tableau 4.21

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SOUS-SECTEUR DES MINES DE MÉTAUX SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **77** | 75 | 2 | **0** | 0 | 0 | **1** | 1 | 0 | **1** | 1 | 0 |
| **Cadres intermédiaires et autres cadres** | **305** | 293 | 12 | **5** | 5 | 0 | **9** | 9 | 0 | **8** | 8 | 0 |
| **Professionnels** | **346** | 309 | 37 | **4** | 3 | 1 | **6** | 4 | 2 | **23** | 19 | 4 |
| **Semi-professionnels et techniciens** | **516** | 441 | 75 | **14** | 12 | 2 | **18** | 15 | 3 | **13** | 13 | 0 |
| **Surveillants** | **70** | 54 | 16 | **4** | 1 | 3 | **3** | 3 | 0 | **2** | 2 | 0 |
| **Contremaîtres** | **560** | 559 | 1 | **14** | 14 | 0 | **10** | 10 | 0 | **6** | 6 | 0 |
| **Employés de bureau** | **431** | 117 | 314 | **9** | 0 | 9 | **5** | 3 | 2 | **5** | 2 | 3 |
| **Employés du secteur de la vente** | **2** | 2 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Employés du secteur des services** | **98** | 82 | 16 | **4** | 2 | 2 | **1** | 1 | 0 | **1** | 0 | 1 |
| **Travailleurs qualifiés et artisans** | **1,250** | 1,245 | 5 | **33** | 33 | 0 | **29** | 29 | 0 | **19** | 19 | 0 |
| **Travailleurs manuels spécialisés** | **2,778** | 2,741 | 37 | **135** | 128 | 7 | **37** | 37 | 0 | **34** | 34 | 0 |
| **Autres travailleurs manuels** | **1,495** | 1,392 | 103 | **55** | 52 | 3 | **38** | 35 | 3 | **14** | 14 | 0 |
| **Nombre total des salariés** | **7,928** | **7,310** | **618** | **277** | **250** | **27** | **157** | **147** | **10** | **126** | **118** | **8** |

## Tableau 4.20

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LES AUTRES SECTEURS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 17 | 3 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionnels | 28 | 5 | 23 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| Semi-professionnels et techniciens | 189 | 141 | 48 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 |
| Surveillants | 39 | 16 | 23 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 1 | 1 |
| Contremaîtres | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 514 | 99 | 415 | 1 | 1 | 0 | 7 | 1 | 6 | 26 | 2 | 24 |
| Employés du secteur de la vente | 18 | 6 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés du secteur des services | 968 | 678 | 290 | 4 | 1 | 3 | 5 | 4 | 1 | 42 | 26 | 16 |
| Travailleurs qualifiés et artisans | 14 | 13 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Travailleurs manuels spécialisés | 154 | 132 | 22 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Autres travailleurs manuels | 236 | 221 | 15 | 2 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Nombre total des salariés | 2,177 | 1,314 | 863 | 8 | 4 | 4 | 13 | 6 | 7 | 76 | 30 | 46 |

## Tableau 4.19

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LES AUTRES SECTEURS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **715** | 663 | 52 | **1** | 1 | 0 | **8** | 8 | 0 | **15** | 13 | 2 |
| **Cadres intermédiaires et autres cadres** | **4,951** | 4,230 | 721 | **31** | 27 | 4 | **117** | 108 | 9 | **107** | 87 | 20 |
| **Professionnels** | **3,846** | 3,111 | 735 | **7** | 5 | 2 | **58** | 51 | 7 | **345** | 301 | 44 |
| **Semi-professionnels et techniciens** | **3,391** | 2,713 | 678 | **29** | 27 | 2 | **79** | 74 | 5 | **126** | 101 | 26 |
| **Surveillants** | **1,651** | 1,185 | 466 | **10** | 5 | 5 | **25** | 19 | 6 | **52** | 30 | 22 |
| **Contremaîtres** | **1,771** | 1,758 | 13 | **27** | 26 | 1 | **56** | 56 | 0 | **15** | 15 | 0 |
| **Employés de bureau** | **5,977** | 1,073 | 4,904 | **49** | 9 | 40 | **136** | 50 | 86 | **239** | 43 | 196 |
| **Employés du secteur de la vente** | **595** | 507 | 88 | **1** | 1 | 0 | **4** | 4 | 0 | **16** | 11 | 5 |
| **Employés du secteur des services** | **1,203** | 703 | 500 | **37** | 15 | 22 | **16** | 13 | 3 | **151** | 75 | 76 |
| **Travailleurs qualifiés et artisans** | **3,816** | 3,796 | 20 | **47** | 46 | 1 | **143** | 142 | 1 | **51** | 50 | 1 |
| **Travailleurs manuels spécialisés** | **6,567** | 6,492 | 75 | **165** | 158 | 7 | **198** | 197 | 1 | **64** | 64 | 0 |
| **Autres travailleurs manuels** | **6,667** | 6,148 | 519 | **85** | 81 | 4 | **208** | 201 | 7 | **110** | 93 | 17 |
| **Nombre total des salariés** | **41,150** | **32,379** | **8,771** | **489** | **401** | **88** | **1,048** | **923** | **125** | **1,291** | **883** | **409** |

## Tableau 4.18

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SOUS-SECTEUR DES SERVICES POSTAUX ET SERVICES DE MESSAGERIES SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **349** | 330 | 19 | **2** | 2 | 0 | **6** | 6 | 0 | **8** | 7 | 1 |
| **Cadres intermédiaires et autres cadres** | **8,568** | 4,233 | 4,335 | **107** | 37 | 70 | **148** | 91 | 57 | **376** | 191 | 185 |
| **Professionnels** | **399** | 317 | 82 | **1** | 1 | 0 | **8** | 7 | 1 | **39** | 34 | 5 |
| **Semi-professionnels et techniciens** | **160** | 141 | 19 | **4** | 4 | 0 | **1** | 1 | 0 | **10** | 10 | 0 |
| **Surveillants** | **3,325** | 2,742 | 583 | **23** | 15 | 8 | **68** | 59 | 9 | **168** | 144 | 24 |
| **Contremaîtres** | **245** | 213 | 32 | **0** | 0 | 0 | **5** | 5 | 0 | **11** | 9 | 2 |
| **Employés de bureau** | **39,478** | 27,306 | 12,172 | **292** | 172 | 120 | **714** | 535 | 179 | **1,568** | 948 | 620 |
| **Employés du secteur de la vente** | **112** | 67 | 45 | **0** | 0 | 0 | **1** | 1 | 0 | **3** | 2 | 1 |
| **Employés du secteur des services** | **12** | 7 | 5 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Travailleurs qualifiés et artisans** | **164** | 161 | 9 | **2** | 2 | 0 | **5** | 5 | 0 | **7** | 7 | 0 |
| **Travailleurs manuels spécialisés** | **1,952** | 1,831 | 121 | **10** | 10 | 0 | **31** | 30 | 1 | **135** | 126 | 9 |
| **Autres travailleurs manuels** | **2,067** | 1,942 | 125 | **13** | 13 | 0 | **44** | 42 | 2 | **109** | 106 | 3 |
| **Nombre total des salariés** | **56,831** | **39,290** | **17,547** | **454** | **256** | **198** | **1,031** | **782** | **249** | **2,434** | **1,584** | **850** |

## Tableau 4.17

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SOUS-SECTEUR DE LA TRANSMISSION DES TÉLÉCOMMUNICATIONS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 294 | 266 | 28 | 1 | 1 | 0 | 3 | 3 | 0 | 6 | 5 | 1 |
| Cadres intermédiaires et autres cadres | 14,698 | 9,684 | 5,014 | 50 | 35 | 15 | 117 | 90 | 27 | 538 | 387 | 151 |
| Professionnels | 3,239 | 2,427 | 812 | 7 | 6 | 1 | 40 | 35 | 5 | 643 | 517 | 126 |
| Semi-professionnels et techniciens | 1,952 | 1,718 | 234 | 7 | 7 | 0 | 28 | 23 | 5 | 162 | 149 | 13 |
| Surveillants | 629 | 204 | 425 | 4 | 0 | 4 | 5 | 1 | 4 | 29 | 10 | 19 |
| Contremaîtres | 685 | 662 | 23 | 2 | 1 | 1 | 8 | 8 | 0 | 12 | 12 | 0 |
| Employés de bureau | 23,968 | 1,656 | 22,312 | 169 | 14 | 155 | 253 | 40 | 213 | 1,277 | 125 | 1,152 |
| Employés du secteur de la vente | 2,157 | 701 | 1,456 | 9 | 0 | 9 | 23 | 5 | 18 | 66 | 21 | 45 |
| Employés du secteur des services | 86 | 34 | 52 | 0 | 0 | 0 | 2 | 0 | 2 | 7 | 2 | 5 |
| Travailleurs qualifiés et artisans | 18,509 | 18,237 | 272 | 97 | 93 | 4 | 263 | 258 | 5 | 584 | 570 | 14 |
| Travailleurs manuels spécialisés | 1,783 | 1,602 | 181 | 9 | 7 | 2 | 21 | 19 | 2 | 46 | 44 | 2 |
| Autres travailleurs manuels | 734 | 596 | 138 | 7 | 7 | 0 | 13 | 11 | 2 | 33 | 32 | 1 |
| Nombre total des salariés | 68,734 | 37,787 | 30,947 | 362 | 171 | 191 | 776 | 493 | 283 | 3,403 | 1,874 | 1,529 |

## Tableau 4.16

### MEMBES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SOUS-SECTEUR DE LA DIFFUSION DES TÉLÉCOMMUNICATIONS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 503 | 460 | 43 | 1 | 0 | 1 | 7 | 7 | 0 | 2 | 2 | 0 |
| Cadres intermédiaires et autres cadres | 2,006 | 1,613 | 393 | 7 | 6 | 1 | 20 | 15 | 5 | 37 | 31 | 6 |
| Professionnels | 2,240 | 1,626 | 614 | 23 | 19 | 4 | 25 | 22 | 3 | 95 | 71 | 24 |
| Semi-professionnels et techniciens | 11,384 | 8,923 | 2,461 | 44 | 30 | 14 | 146 | 126 | 20 | 222 | 173 | 49 |
| Surveillants | 719 | 330 | 389 | 2 | 2 | 0 | 6 | 5 | 1 | 18 | 12 | 6 |
| Contremaîtres | 508 | 482 | 26 | 2 | 1 | 1 | 12 | 12 | 0 | 18 | 18 | 0 |
| Employés de bureau | 5,009 | 788 | 4,221 | 24 | 7 | 17 | 71 | 29 | 42 | 242 | 55 | 187 |
| Employés du secteur de la vente | 1,898 | 1,133 | 765 | 6 | 2 | 4 | 19 | 14 | 5 | 73 | 47 | 26 |
| Employés du secteur des services | 84 | 56 | 28 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 2 | 0 |
| Travailleurs qualifiés et artisans | 2,474 | 2,210 | 264 | 16 | 14 | 2 | 42 | 40 | 2 | 118 | 110 | 8 |
| Travailleurs manuels spécialisés | 602 | 541 | 61 | 7 | 6 | 1 | 11 | 11 | 0 | 20 | 18 | 2 |
| Autres travailleurs manuels | 158 | 130 | 28 | 0 | 0 | 0 | 4 | 3 | 1 | 13 | 5 | 8 |
| Nombre total des salariés | 27,585 | 18,292 | 9,293 | 132 | 87 | 45 | 364 | 285 | 79 | 860 | 544 | 316 |

## Tableau 4.15

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **37** | 3 | 34 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 0 | 1 |
| **Professionnels** | **46** | 17 | 29 | **0** | 0 | 0 | **0** | 0 | 0 | **2** | 1 | 1 |
| **Semi-professionnels et techniciens** | **1,072** | 767 | 305 | **6** | 4 | 2 | **12** | 9 | 3 | **16** | 9 | 7 |
| **Surveillants** | **106** | 72 | 34 | **0** | 0 | 0 | **0** | 0 | 0 | **11** | 9 | 2 |
| **Contremaîtres** | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Employés de bureau** | **13,292** | 2,821 | 10,471 | **100** | 19 | 81 | **148** | 47 | 101 | **662** | 159 | 503 |
| **Employés du secteur de la vente** | **591** | 172 | 419 | **1** | 0 | 1 | **5** | 1 | 4 | **45** | 24 | 21 |
| **Employés du secteur des services** | **48** | 7 | 41 | **0** | 0 | 0 | **0** | 0 | 0 | **3** | 0 | 3 |
| **Travailleurs qualifiés et artisans** | **540** | 482 | 58 | **6** | 6 | 0 | **2** | 2 | 0 | **15** | 15 | 0 |
| **Travailleurs manuels spécialisés** | **744** | 631 | 113 | **4** | 4 | 0 | **19** | 18 | 1 | **52** | 36 | 16 |
| **Autres travailleurs manuels** | **785** | 606 | 179 | **10** | 7 | 3 | **10** | 5 | 5 | **124** | 109 | 15 |
| **Nombre total des salariés** | **17,262** | **5,579** | **11,683** | **127** | **40** | **87** | **196** | **82** | **114** | **932** | **363** | **569** |

## Tableau 4.14

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **1,146** | 1,056 | 90 | **4** | 3 | 1 | **16** | 16 | 0 | **16** | 14 | 2 |
| **Cadres intermédiaires et autres cadres** | **25,272** | 15,530 | 9,742 | **164** | 78 | 86 | **285** | 196 | 89 | **951** | 609 | 342 |
| **Professionnels** | **5,878** | 4,370 | 1,508 | **31** | 26 | 5 | **73** | 64 | 9 | **777** | 622 | 155 |
| **Semi-professionnels et techniciens** | **13,496** | 10,782 | 2,714 | **55** | 41 | 14 | **175** | 150 | 25 | **394** | 332 | 62 |
| **Surveillants** | **4,673** | 3,276 | 1,397 | **29** | 17 | 12 | **79** | 65 | 14 | **215** | 166 | 49 |
| **Contremaîtres** | **1,438** | 1,357 | 81 | **4** | 2 | 2 | **25** | 25 | 0 | **41** | 39 | 2 |
| **Employés de bureau** | **68,455** | 29,750 | 38,705 | **485** | 193 | 292 | **1,038** | 604 | 434 | **3,087** | 1,128 | 1,959 |
| **Employés du secteur de la vente** | **4,167** | 1,901 | 2,266 | **15** | 2 | 13 | **43** | 20 | 23 | **142** | **70** | **72** |
| **Employés du secteur des services** | **182** | 97 | 85 | **0** | 0 | 0 | **3** | 1 | 2 | **9** | 4 | 5 |
| **Travailleurs qualifiés et artisans** | **21,147** | 20,608 | 545 | **115** | 109 | 6 | **310** | 303 | 7 | **709** | 687 | 22 |
| **Travailleurs manuels spécialisés** | **4,337** | 3,974 | 363 | **26** | 23 | 3 | **63** | 60 | 3 | **201** | 188 | 13 |
| **Autres travailleurs manuels** | **2,959** | 2,668 | 291 | **20** | 20 | 0 | **61** | 56 | 5 | **155** | 143 | 12 |
| **Nombre total des salariés** | **153,150** | **95,369** | **57,787** | **948** | **514** | **434** | **2,171** | **1,560** | **611** | **6,697** | **4,002** | **2,695** |

## Tableau 4.13

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SOUS-SECTEUR DU TRANSPORT EN COMMUN SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **52** | 48 | 4 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **205** | 184 | 21 | **0** | 0 | 0 | **4** | 4 | 0 | **7** | 7 | 0 |
| **Professionnels** | **44** | 29 | 15 | **0** | 0 | 0 | **1** | 0 | 1 | **3** | 3 | 0 |
| **Semi-professionnels et techniciens** | **43** | 35 | 8 | **0** | 0 | 0 | **3** | 3 | 0 | **0** | 0 | 0 |
| **Surveillants** | **141** | 95 | 46 | **1** | 0 | 1 | **7** | 5 | 2 | **1** | 1 | 0 |
| **Contremaîtres** | **150** | 143 | 7 | **2** | 2 | 0 | **7** | 7 | 0 | **8** | 8 | 0 |
| **Employés de bureau** | **770** | 218 | 552 | **6** | 2 | 4 | **24** | 12 | 12 | **52** | 9 | 43 |
| **Employés du secteur de la vente** | **41** | 21 | 20 | **0** | 0 | 0 | **1** | 1 | 0 | **0** | 0 | 0 |
| **Employés du secteur des services** | **43** | 38 | 5 | **0** | 0 | 0 | **1** | 1 | 0 | **1** | 1 | 0 |
| **Travailleurs qualifiés et artisans** | **221** | 221 | 0 | **7** | 7 | 0 | **14** | 14 | 0 | **10** | 10 | 0 |
| **Travailleurs manuels spécialisés** | **4,042** | 3,808 | 234 | **55** | 53 | 2 | **172** | 164 | 8 | **136** | 129 | 7 |
| **Autres travailleurs manuels** | **493** | 459 | 34 | **10** | 10 | 0 | **19** | 19 | 0 | **11** | 10 | 1 |
| **Nombre total des salariés** | **6,245** | **5,299** | **946** | **81** | **74** | **7** | **253** | **230** | **23** | **229** | **178** | **51** |

## Tableau 4.12

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SOUS-SECTEUR DU CAMIONNAGE SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 399 | 388 | 11 | 1 | 1 | 0 | 3 | 3 | 0 | 7 | 7 | 0 |
| Cadres intermédiaires et autres cadres | 1,587 | 1,455 | 132 | 9 | 8 | 1 | 33 | 28 | 5 | 19 | 16 | 3 |
| Professionnels | 282 | 209 | 73 | 1 | 1 | 0 | 2 | 2 | 0 | 17 | 11 | 6 |
| Semi-professionnels et techniciens | 124 | 97 | 27 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 0 |
| Surveillants | 836 | 543 | 293 | 3 | 0 | 3 | 17 | 12 | 5 | 9 | 3 | 6 |
| Contremaîtres | 1,276 | 1,224 | 46 | 13 | 13 | 0 | 24 | 24 | 0 | 16 | 15 | 1 |
| Employés de bureau | 4,656 | 1,023 | 3,633 | 32 | 7 | 25 | 72 | 32 | 40 | 181 | 74 | 107 |
| Employés du secteur de la vente | 1,214 | 962 | 252 | 6 | 5 | 1 | 10 | 9 | 1 | 11 | 10 | 1 |
| Employés du secteur des services | 119 | 100 | 19 | 2 | 1 | 1 | 7 | 6 | 1 | 4 | 4 | 0 |
| Travailleurs qualifiés et artisans | 715 | 713 | 2 | 2 | 2 | 0 | 13 | 13 | 0 | 13 | 13 | 0 |
| Travailleurs manuels spécialisés | 18,210 | 18,025 | 183 | 210 | 208 | 2 | 214 | 213 | 1 | 229 | 228 | 1 |
| Autres travailleurs manuels | 3,567 | 3,514 | 53 | 30 | 29 | 1 | 51 | 51 | 0 | 54 | 53 | 1 |
| Nombre total des salariés | 32,985 | 28,253 | 4,724 | 309 | 275 | 34 | 447 | 393 | 54 | 561 | 435 | 126 |

## Tableau 4.11

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SOUS-SECTEUR DES SERVICES RELATIFS AU TRANSPORT PAR EAU SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **125** | 120 | 5 | **0** | 0 | 0 | **2** | 2 | 0 | **3** | 2 | 1 |
| **Cadres intermédiaires et autres cadres** | **296** | 263 | 33 | **0** | 0 | 0 | **8** | 6 | 2 | **8** | 7 | 1 |
| **Professionnels** | **123** | 94 | 29 | **0** | 0 | 0 | **3** | 3 | 0 | **15** | 11 | 4 |
| **Semi-professionnels et techniciens** | **122** | 113 | 9 | **3** | 3 | 0 | **3** | 3 | 0 | **5** | 5 | 0 |
| **Surveillants** | **116** | 95 | 21 | **0** | 0 | 0 | **1** | 1 | 0 | **3** | 2 | 1 |
| **Contremaîtres** | **608** | 605 | 3 | **5** | 5 | 0 | **11** | 11 | 0 | **9** | 9 | 0 |
| **Employés de bureau** | **761** | 285 | 476 | **2** | 1 | 1 | **17** | 8 | 9 | **31** | 11 | 20 |
| **Employés du secteur de la vente** | **15** | 10 | 5 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Employés du secteur des services** | **216** | 198 | 18 | **1** | 1 | 0 | **1** | 1 | 0 | **7** | 7 | 0 |
| **Travailleurs qualifiés et artisans** | **1,313** | 1,312 | 1 | **8** | 8 | 0 | **20** | 20 | 0 | **33** | 33 | 0 |
| **Travailleurs manuels spécialisés** | **529** | 528 | 1 | **8** | 8 | 0 | **19** | 19 | 0 | **5** | 5 | 0 |
| **Autres travailleurs manuels** | **6,307** | 6,272 | 35 | **115** | 113 | 2 | **135** | 135 | 2 | **99** | 94 | 5 |
| **Nombre total des salariés** | **10,531** | **9,895** | **636** | **142** | **139** | **3** | **220** | **209** | **11** | **218** | **186** | **32** |

## Tableau 4.10

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SOUS-SECTEUR DU TRANSPORT PAR EAU SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **120** | 117 | 3 | **1** | 1 | 0 | **2** | 2 | 0 | **5** | 4 | 1 |
| **Cadres intermédiaires et autres cadres** | **486** | 456 | 30 | **5** | 5 | 0 | **2** | 2 | 0 | **17** | 17 | 0 |
| **Professionnels** | **221** | 194 | 27 | **0** | 0 | 0 | **2** | 2 | 0 | **19** | 17 | 2 |
| **Semi-professionnels et techniciens** | **330** | 315 | 15 | **2** | 2 | 0 | **4** | 4 | 0 | **3** | 3 | 0 |
| **Surveillants** | **269** | 199 | 70 | **2** | 2 | 0 | **3** | 2 | 1 | **14** | 7 | 7 |
| **Contremaîtres** | **236** | 230 | 6 | **1** | 1 | 0 | **18** | 18 | 0 | **3** | 3 | 0 |
| **Employés de bureau** | **930** | 364 | 566 | **17** | 3 | 14 | **18** | 11 | 7 | **58** | 19 | 39 |
| **Employés du secteur de la vente** | **68** | 51 | 17 | **0** | 0 | 0 | **0** | 0 | 0 | **3** | 3 | 0 |
| **Employés du secteur des services** | **439** | 348 | 91 | **17** | 5 | 12 | **13** | 10 | 3 | **11** | 9 | 2 |
| **Travailleurs qualifiés et artisans** | **2,344** | 2,339 | 5 | **37** | 37 | 0 | **58** | 58 | 0 | **139** | 139 | 0 |
| **Travailleurs manuels spécialisés** | **2,435** | 2,307 | 128 | **43** | 36 | 7 | **25** | 23 | 2 | **95** | 88 | 7 |
| **Autres travailleurs manuels** | **572** | 561 | 11 | **36** | 32 | 4 | **8** | 8 | 0 | **6** | 6 | 0 |
| **Nombre total des salariés** | **8,450** | **7,481** | **969** | **161** | **124** | **37** | **153** | **140** | **13** | **373** | **315** | **58** |

## Tableau 4.9

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SOUS-SECTEUR DU TRANSPORT ET DES SERVICES FERROVIAIRES SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **282** | 272 | 10 | **0** | 0 | 0 | **2** | 2 | 0 | **2** | 2 | 0 |
| **Cadres intermédiaires et autres cadres** | **4,522** | 4,178 | 344 | **17** | 16 | 1 | **65** | 58 | 7 | **116** | 106 | 10 |
| **Professionnels** | **1,490** | 1,197 | 293 | **3** | 3 | 0 | **17** | 16 | 1 | **127** | 92 | 35 |
| **Semi-professionnels et techniciens** | **3,903** | 3,367 | 536 | **15** | 15 | 0 | **75** | 70 | 5 | **119** | 93 | 26 |
| **Surveillants** | **1,287** | 1,091 | 196 | **8** | 6 | 2 | **22** | 21 | 1 | **38** | 34 | 4 |
| **Contremaîtres** | **5,505** | 5,465 | 40 | **99** | 99 | 0 | **99** | 98 | 1 | **102** | 101 | 1 |
| **Employés de bureau** | **10,296** | 6,402 | 3,894 | **60** | 32 | 28 | **225** | 161 | 64 | **397** | 205 | 192 |
| **Employés du secteur de la vente** | **1,350** | 962 | 388 | **4** | 4 | 0 | **21** | 18 | 3 | **31** | 23 | 8 |
| **Employés du secteur des services** | **2,210** | 1,898 | 312 | **26** | 23 | 3 | **44** | 39 | 5 | **135** | 126 | 9 |
| **Travailleurs qualifiés et artisans** | **18,973** | 18,928 | 45 | **139** | 139 | 0 | **410** | 410 | 0 | **788** | 786 | 2 |
| **Travailleurs manuels spécialisés** | **20,629** | 20,350 | 279 | **179** | 176 | 3 | **301** | 299 | 2 | **212** | 210 | 2 |
| **Autres travailleurs manuels** | **6,561** | 6,338 | 223 | **117** | 109 | 8 | **124** | 124 | 0 | **162** | 156 | 6 |
| **Nombre total des salariés** | **77,008** | **70,448** | **6,560** | **667** | **622** | **45** | **1,405** | **1,316** | **89** | **2,229** | **1,934** | **295** |

## Tableau 4.8

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SOUS-SECTEUR DU TRANSPORT AÉRIEN SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **505** | 470 | 35 | **3** | 3 | 0 | **6** | 6 | 0 | **10** | 9 | 1 |
| **Cadres intermédiaires et autres cadres** | **2,930** | 2,262 | 668 | **10** | 8 | 2 | **35** | 32 | 3 | **110** | 82 | 28 |
| **Professionnels** | **883** | 658 | 225 | **2** | 2 | 0 | **9** | 8 | 1 | **93** | 65 | 28 |
| **Semi-professionnels et techniciens** | **6,128** | 5,946 | 182 | **22** | 22 | 0 | **45** | 43 | 2 | **89** | 81 | 8 |
| **Surveillants** | **1,505** | 933 | 572 | **7** | 4 | 3 | **12** | 7 | 5 | **64** | 40 | 24 |
| **Contremaîtres** | **1,748** | 1,660 | 88 | **9** | 9 | 0 | **18** | 18 | 0 | **58** | 52 | 6 |
| **Employés de bureau** | **6,523** | 1,901 | 4,622 | **27** | 7 | 20 | **86** | 35 | 51 | **517** | 120 | 397 |
| **Employés du secteur de la vente** | **6,783** | 2,727 | 4,056 | **50** | 20 | 30 | **86** | 49 | 37 | **289** | 119 | 170 |
| **Employés du secteur des services** | **9,315** | 2,361 | 6,952 | **34** | 13 | 21 | **44** | 14 | 30 | **286** | 107 | 181 |
| **Travailleurs qualifiés et artisans** | **7,487** | 7,312 | 175 | **43** | 41 | 2 | **98** | 96 | 2 | **581** | 572 | 9 |
| **Travailleurs manuels spécialisés** | **5,216** | 4,979 | 237 | **22** | 21 | 1 | **68** | 67 | 1 | **178** | 166 | 12 |
| **Autres travailleurs manuels** | **846** | 754 | 92 | **18** | 11 | 7 | **16** | 14 | 2 | **79** | 58 | 21 |
| **Nombre total des salariés** | **49,869** | **31,963** | **17,904** | **247** | **161** | **86** | **523** | **389** | **134** | **2,354** | **1,471** | **885** |

## Tableau 4.7

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 13 | 5 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionnels | 22 | 9 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 2 | 1 |
| Semi-professionnels et techniciens | 30 | 24 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Surveillants | 19 | 6 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Contremaîtres | 8 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 1,719 | 391 | 1,326 | 13 | 4 | 9 | 18 | 9 | 9 | 70 | 20 | 50 |
| Employés du secteur de la vente | 2,798 | 418 | 2,380 | 22 | 6 | 16 | 21 | 4 | 17 | 109 | 25 | 84 |
| Employés du secteur des services | 677 | 338 | 340 | 4 | 2 | 2 | 3 | 3 | 0 | 38 | 22 | 16 |
| Travailleurs qualifiés et artisans | 155 | 133 | 23 | 0 | 0 | 0 | 1 | 1 | 0 | 8 | 7 | 1 |
| Travailleurs manuels spécialisés | 3,266 | 2,790 | 476 | 36 | 31 | 5 | 19 | 19 | 0 | 72 | 62 | 10 |
| Autres travailleurs manuels | 3,012 | 2,733 | 279 | 12 | 12 | 0 | 14 | 13 | 1 | 91 | 75 | 27 |
| Nombre total des salariés | 11,726 | 6,862 | 4,864 | 87 | 55 | 32 | 76 | 49 | 27 | 391 | 213 | 189 |

## Tableau 4.6

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **1,645** | 1,571 | 74 | **5** | 5 | 0 | **21** | 20 | 1 | **28** | 25 | 3 |
| **Cadres intermédiaires et autres cadres** | **10,623** | 9,309 | 1,314 | **41** | 37 | 4 | **163** | 146 | 17 | **299** | 254 | 45 |
| **Professionnels** | **3,728** | 2,931 | 797 | **7** | 6 | 1 | **47** | 43 | 4 | **352** | 253 | 99 |
| **Semi-professionnels et techniciens** | **11,190** | 10,370 | 820 | **48** | 48 | 0 | **156** | 145 | 11 | **253** | 215 | 38 |
| **Surveillants** | **4,465** | 3,141 | 1,324 | **22** | 12 | 10 | **64** | 50 | 14 | **140** | 94 | 46 |
| **Contremaîtres** | **9,799** | 9,598 | 195 | **130** | 130 | 0 | **190** | 189 | 1 | **201** | 193 | 8 |
| **Employés de bureau** | **25,506** | 10,629 | 14,877 | **157** | 55 | 102 | **465** | 267 | 198 | **1,331** | 464 | 867 |
| **Employés du secteur de la vente** | **9,575** | 4,812 | 4,763 | **62** | 30 | 32 | **119** | 78 | 41 | **338** | 158 | 180 |
| **Employés du secteur des services** | **12,428** | 5,002 | 7,424 | **80** | 43 | 37 | **111** | 72 | 39 | **447** | 257 | 192 |
| **Travailleurs qualifiés et artisans** | **32,343** | 32,087 | 256 | **255** | 252 | 3 | **676** | 674 | 2 | **1,624** | 1,605 | 19 |
| **Travailleurs manuels spécialisés** | **52,101** | 51,020 | 1,079 | **527** | 511 | 16 | **811** | 796 | 15 | **871** | 841 | 30 |
| **Autres travailleurs manuels** | **18,982** | 18,464 | 515 | **330** | 307 | 23 | **359** | 355 | 4 | **423** | 389 | 34 |
| **Nombre total des salariés** | **192,385** | **158,934** | **33,438** | **1,664** | **1,436** | **228** | **3,182** | **2,835** | **347** | **6,307** | **4,748** | **1,561** |

## Tableau 4.5

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL DANS LE SECTEUR BANCAIRE SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Catégorie professionnelle | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes | Total | Hommes | Femmes |
| Cadres supérieurs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cadres intermédiaires et autres cadres | 404 | 30 | 374 | 1 | 0 | 1 | 9 | 2 | 7 | 28 | 4 | 24 |
| Professionnels | 256 | 35 | 221 | 0 | 0 | 0 | 5 | 0 | 5 | 6 | 2 | 4 |
| Semi-professionnels et techniciens | 65 | 7 | 58 | 0 | 0 | 0 | 2 | 0 | 2 | 1 | 1 | 0 |
| Surveillants | 232 | 17 | 215 | 3 | 1 | 2 | 2 | 0 | 2 | 13 | 1 | 12 |
| Contremaîtres | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employés de bureau | 28,944 | 1,876 | 27,068 | 162 | 3 | 159 | 442 | 49 | 393 | 1,898 | 283 | 1,615 |
| Employés du secteur de la vente | 19 | 8 | 11 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Employés du secteur des services | 34 | 14 | 20 | 0 | 0 | 0 | 4 | 1 | 3 | 4 | 3 | 1 |
| Travailleurs qualifiés et artisans | 16 | 9 | 7 | 1 | 1 | 0 | 0 | 0 | 0 | 2 | 1 | 1 |
| Travailleurs manuels spécialisés | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Autres travailleurs manuels | 26 | 20 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Nombre total des salariés | 29,997 | 2,017 | 27,980 | 167 | 5 | 162 | 465 | 52 | 413 | 1,953 | 295 | 1,658 |

## Tableau 4.4

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN DANS LE SECTEUR BANCAIRE SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **1,443** | 1,379 | 64 | **1** | 1 | 0 | **36** | 35 | 1 | **55** | 54 | 1 |
| **Cadres intermédiaires et autres cadres** | **36,890** | 21,352 | 15,538 | **111** | 44 | 67 | **739** | 535 | 204 | **2,540** | 1,267 | 1,273 |
| **Professionnels** | **16,184** | 7,134 | 9,050 | **49** | 12 | 37 | **314** | 161 | 153 | **2,143** | 1,155 | 988 |
| **Semi-professionnels et techniciens** | **1,552** | 537 | 1,015 | **5** | 0 | 5 | **33** | 16 | 17 | **104** | 55 | 49 |
| **Surveillants** | **9,131** | 1,180 | 7,951 | **53** | 4 | 49 | **219** | 45 | 174 | **1,108** | 201 | 907 |
| **Contremaîtres** | **64** | 62 | 2 | **0** | 0 | 0 | **1** | 1 | 0 | **4** | 4 | 0 |
| **Employés de bureau** | **77,886** | 6,980 | 70,906 | **559** | 50 | 509 | **1,689** | 239 | 1,450 | **10,245** | 1,631 | 8,614 |
| **Employés du secteur de la vente** | **491** | 262 | 229 | **4** | 4 | 0 | **7** | 4 | 3 | **40** | 15 | 25 |
| **Employés du secteur des services** | **417** | 352 | 65 | **4** | 4 | 0 | **18** | 15 | 3 | **38** | 25 | 13 |
| **Travailleurs qualifiés et artisans** | **295** | 254 | 41 | **1** | 1 | 0 | **8** | 7 | 1 | **34** | 33 | 1 |
| **Travailleurs manuels spécialisés** | **136** | 129 | 7 | **1** | 1 | 0 | **3** | 3 | 0 | **13** | 12 | 1 |
| **Autres travailleurs manuels** | **292** | 256 | 36 | **3** | 2 | 1 | **14** | 14 | 0 | **18** | 14 | 4 |
| **Nombre total des salariés** | **144,781** | **39,877** | **104,904** | **791** | **123** | **668** | **3,081** | **1,075** | **2,006** | **16,342** | **4,466** | **11,876** |

## Tableau 4.3

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI TEMPORAIRE SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **215** | 124 | 91 | **1** | 1 | 0 | **1** | 1 | 0 | **2** | 1 | 1 |
| **Professionnels** | **1,326** | 730 | 596 | **4** | 0 | 4 | **3** | 1 | 2 | **21** | 10 | 11 |
| **Semi-professionnels et techniciens** | **1,090** | 549 | 541 | **10** | 7 | 3 | **8** | 7 | 1 | **13** | 6 | 7 |
| **Surveillants** | **23** | 14 | 9 | **1** | 1 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Contremaîtres** | **45** | 42 | 3 | **0** | 0 | 0 | **1** | 1 | 0 | **1** | 1 | 0 |
| **Employés de bureau** | **1,574** | 271 | 1,303 | **9** | 0 | 9 | **10** | 4 | 6 | **152** | 28 | 124 |
| **Employés du secteur de la vente** | **57** | 31 | 26 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 0 | 1 |
| **Employés du secteur des services** | **459** | 319 | 140 | **2** | 1 | 1 | **3** | 2 | 1 | **4** | 4 | 0 |
| **Travailleurs qualifiés et artisans** | **346** | 322 | 24 | **4** | 4 | 0 | **5** | 5 | 0 | **4** | 4 | 0 |
| **Travailleurs manuels spécialisés** | **973** | 878 | 95 | **9** | 9 | 0 | **7** | 7 | 0 | **12** | 11 | 1 |
| **Autres travailleurs manuels** | **2,889** | 2,581 | 308 | **43** | 29 | 14 | **19** | 16 | 3 | **33** | 26 | 7 |
| **Nombre total des salariés** | **8,998** | **5,862** | **3,136** | **83** | **52** | **31** | **57** | **44** | **13** | **243** | **91** | **152** |

## Tableau 4.2

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PARTIEL SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **7** | 7 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **0** | 0 | 0 |
| **Cadres intermédiaires et autres cadres** | **471** | 41 | 430 | **1** | 0 | 1 | **9** | 2 | 7 | **29** | 4 | 25 |
| **Professionnels** | **352** | 66 | 286 | **0** | 0 | 0 | **5** | 0 | 5 | **13** | 5 | 8 |
| **Semi-professionnels et techniciens** | **1,356** | 939 | 417 | **6** | 4 | 2 | **14** | 9 | 5 | **20** | 10 | 10 |
| **Surveillants** | **396** | 111 | 285 | **4** | 1 | 3 | **2** | 0 | 2 | **26** | 11 | 15 |
| **Contremaîtres** | **9** | 9 | 0 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Employés de bureau** | **44,469** | 5,187 | 39,280 | **276** | 27 | 249 | **615** | 106 | 509 | **2,656** | 464 | 2,192 |
| **Employés du secteur de la vente** | **3,426** | 604 | 2,822 | **23** | 6 | 17 | **27** | 5 | 22 | **155** | 49 | 106 |
| **Employés du secteur des services** | **1,727** | 1,037 | 691 | **8** | 3 | 5 | **12** | 8 | 4 | **87** | 51 | 36 |
| **Travailleurs qualifiés et artisans** | **725** | 637 | 89 | **7** | 7 | 0 | **3** | 3 | 0 | **25** | 23 | 2 |
| **Travailleurs manuels spécialisés** | **4,165** | 3,554 | 611 | **40** | 35 | 5 | **39** | 38 | 1 | **124** | 98 | 26 |
| **Autres travailleurs manuels** | **4,059** | 3,580 | 479 | **24** | 21 | 3 | **24** | 18 | 6 | **216** | 185 | 42 |
| **Nombre total des salariés** | **61,162** | **15,772** | **45,390** | **389** | **104** | **285** | **750** | **189** | **561** | **3,352** | **901** | **2,462** |

## Tableau 4.1

### MEMBRES DES GROUPES DÉSIGNÉS QUI OCCUPENT UN EMPLOI PERMANENT À TEMPS PLEIN SELON LE SEXE ET LA CATÉGORIE PROFESSIONNELLE

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Catégorie professionnelle** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Cadres supérieurs** | **4,949** | 4,669 | 280 | **11** | 10 | 1 | **81** | 79 | 2 | **114** | 106 | 8 |
| **Cadres intermédiaires et autres cadres** | **77,736** | 50,421 | 27,315 | **347** | 186 | 161 | **1,304** | 985 | 319 | **3,897** | 2,217 | 1,680 |
| **Professionnels** | **29,636** | 17,546 | 12,090 | **94** | 49 | 45 | **492** | 319 | 173 | **3,617** | 2,331 | 1,286 |
| **Semi-professionnels et techniciens** | **29,629** | 24,402 | 5,227 | **137** | 116 | 21 | **443** | 385 | 58 | **877** | 703 | 175 |
| **Surveillants** | **19,920** | 8,782 | 11,138 | **114** | 38 | 76 | **387** | 179 | 208 | **1,515** | 491 | 1,024 |
| **Contremaîtres** | **13,072** | 12,775 | 291 | **161** | 158 | 3 | **272** | 271 | 1 | **261** | 251 | 10 |
| **Employés de bureau** | **177,824** | 48,432 | 129,392 | **1,250** | 307 | 943 | **3,328** | 1,160 | 2,168 | **14,902** | 3,266 | 11,636 |
| **Employés du secteur de la vente** | **14,828** | 7,482 | 7,346 | **82** | 37 | 45 | **173** | 106 | 67 | **536** | 254 | 282 |
| **Employés du secteur des services** | **14,230** | 6,154 | 8,074 | **121** | 62 | 59 | **148** | 101 | 47 | **645** | 361 | 286 |
| **Travailleurs qualifiés et artisans** | **57,601** | 56,745 | 862 | **418** | 408 | 10 | **1,137** | 1,126 | 11 | **2,418** | 2,375 | 43 |
| **Travailleurs manuels spécialisés** | **63,141** | 61,615 | 1,524 | **719** | 693 | 26 | **1,075** | 1,056 | 19 | **1,149** | 1,105 | 44 |
| **Autres travailleurs manuels** | **28,900** | 27,536 | 1,361 | **438** | 410 | 28 | **642** | 626 | 16 | **706** | 639 | 67 |
| **Nombre total des salariés** | **531,466** | **326,559** | **204,900** | **3,892** | **2,474** | **1,418** | **9,482** | **6,393** | **3,089** | **30,637** | **14,099** | **16,541** |

## Tableau 3.4 (Cont'd)

### MEMBRES DES GROUPES DÉSIGNÉS DANS LES AUTRES SECTEURS SELON LE SEXE ET LE SOUS-SECTEUR

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Branche d'activité** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Autres services relatifs à la construction** | **266** | 131 | 135 | **0** | 0 | 0 | **5** | 1 | 4 | **18** | 5 | 13 |
| **Silos à grain** | **9,660** | 8,148 | 1,512 | **70** | 60 | 10 | **189** | 168 | 21 | **111** | 65 | 46 |
| **Produits agricoles, commerce de gros** | **535** | 261 | 274 | **6** | 5 | 1 | **10** | 5 | 5 | **26** | 12 | 14 |
| **Sociétés de financement des entreprises** | **2,401** | 1,230 | 1,171 | **5** | 2 | 3 | **28** | 17 | 11 | **96** | 42 | 54 |
| **Bureaux d'architectes, d'ingénieurs et autres services scientifiques et techniques** | **5,002** | 3,932 | 1,070 | **16** | 13 | 3 | **149** | 126 | 23 | **283** | 247 | 36 |
| **Autres services aux entreprises** | **3,255** | 2,179 | 1,076 | **37** | 13 | 24 | **18** | 14 | 4 | **280** | 153 | 128 |
| **Affaires étrangères et aide internationale** | **464** | 206 | 258 | **2** | 0 | 2 | **3** | 2 | 1 | **45** | 27 | 18 |
| **Gestion des ressources humaines** | **1,600** | 970 | 630 | **13** | 10 | 3 | **18** | 15 | 3 | **25** | 17 | 8 |
| **Gestion des services économiques** | **2,794** | 1,280 | 1,514 | **35** | 17 | 18 | **65** | 31 | 34 | **145** | 66 | 79 |
| **Théâtres et autres spectacles** | **834** | 544 | 290 | **0** | 0 | 0 | **8** | 5 | 3 | **12** | 9 | 3 |
| **Associations commerciales** | **142** | 54 | 88 | **0** | 0 | 0 | **0** | 0 | 0 | **10** | 3 | 7 |
| **Autres secteurs** | **44,218** | **34,257** | **9,961** | **527** | **424** | **103** | **1,074** | **939** | **135** | **1,389** | **927** | **463** |

## Tableau 3.4

### MEMBRES DES GROUPES DÉSIGNÉS DANS LES AUTRES SECTEURS SELON LE SEXE ET LE SOUS-SECTEUR

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Branche d'activité** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Mines de métaux** | **7,943** | 7,312 | 631 | **277** | 250 | 27 | **157** | 147 | 10 | **126** | 118 | 8 |
| **Mines de charbon** | **3,312** | 3,236 | 76 | **7** | 7 | 0 | **296** | 295 | 1 | **13** | 12 | 1 |
| **Pétrole brut et gaz naturel** | **250** | 233 | 17 | **5** | 5 | 0 | **2** | 2 | 0 | **10** | 10 | 0 |
| **Services relatifs à l'extraction du pétrole brut et du gaz naturel** | **67** | 64 | 3 | **0** | 0 | 0 | **0** | 0 | 0 | **1** | 1 | 0 |
| **Industries de la viande et de la volaille** | **966** | 596 | 370 | **1** | 1 | 0 | **5** | 5 | 0 | **24** | 7 | 17 |
| **Industrie de la transformation du poisson** | **357** | 179 | 178 | **22** | 12 | 10 | **11** | 4 | 7 | **17** | 10 | 7 |
| **Farine, céréales de table préparées et aliments pour animaux** | **2,515** | 2,205 | 310 | **16** | 15 | 1 | **58** | 55 | 3 | **108** | 93 | 15 |
| **Huiles végétales** | **426** | 350 | 76 | **2** | 2 | 0 | **6** | 6 | 0 | **7** | 5 | 2 |
| **Emboutissage, matriçage et revêtement de produits en métal** | **719** | 514 | 205 | **12** | 11 | 1 | **33** | 28 | 5 | **28** | 23 | 5 |
| **Construction et réparation des navires** | **507** | 489 | 18 | **0** | 0 | 0 | **6** | 6 | 0 | **0** | 0 | 0 |
| **Gestion de travaux de construction** | **203** | 144 | 59 | **1** | 1 | 0 | **7** | 7 | 0 | **4** | 2 | 2 |

## Tableau 3.3

### MEMBRES DES GROUPES DÉSIGNÉS DANS LE SECTEUR DES TRANSPORTS SELON LE SEXE ET LE SOUS-SECTEUR

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Branche d'activité** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Transport aérien** | **5,4372** | 33,547 | 20,823 | **284** | 179 | 105 | **549** | 400 | 149 | **2,594** | 1580 | 1016 |
| **Services relatifs au transport aérien** | **2,280** | 1,746 | 531 | **3** | 1 | 2 | **38** | 33 | 5 | **67** | 61 | 17 |
| **Transport et services ferroviaires** | **78,352** | 71,542 | 6,810 | **673** | 626 | 47 | **1,411** | 1,319 | 92 | **2,258** | 1,951 | 307 |
| **Transport par eau** | **10,052** | 8,787 | 1,267 | **167** | 127 | 40 | **169** | 155 | 14 | **385** | 327 | 58 |
| **Services relatifs au transport par eau** | **10,798** | 10,119 | 679 | **152** | 147 | 5 | **222** | 210 | 12 | **224** | 191 | 33 |
| **Camionnage** | **38,872** | 33,126 | 5,736 | **351** | 312 | 39 | **481** | 421 | 60 | **639** | 488 | 151 |
| **Transport en commun** | **7,355** | 5,914 | 1,441 | **94** | 81 | 13 | **261** | 238 | 23 | **271** | 202 | 69 |
| **Autres services relatifs aux transports** | **2,913** | 1,975 | 938 | **18** | 7 | 11 | **15** | 5 | 10 | **118** | 72 | 46 |
| **Transport par pipelines** | **3,271** | 2,639 | 632 | **39** | 34 | 5 | **133** | 122 | 11 | **192** | 125 | 67 |
| **Secteur des transports** | **208,265** | **169,395** | **38,857** | **1,781** | **1,514** | **267** | **3,279** | **2,903** | **376** | **6,748** | **4,997** | **1,764** |

## Tableau 3.1

### MEMBRES DES GROUPES DÉSIGNÉS DANS LE SECTEUR BANCAIRE SELON LE SEXE ET LE SOUS-SECTEUR

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Branche d'activité** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Banque centrale** | **2,291** | 1,105 | 1,186 | **18** | 9 | 9 | **51** | 29 | 22 | **119** | 67 | 52 |
| **Banques à charte** | **173,078** | 40,837 | 132,241 | **945** | 119 | 826 | **3,498** | 1,098 | 2,400 | **18,297** | 4,712 | 13,585 |
| **Secteur bancaire** | **175,369** | **41,942** | **133,427** | **963** | **128** | **835** | **3,549** | **1,127** | **2,422** | **18,416** | **4,779** | **13,637** |



## Tableau 3.2

### MEMBRES DES GROUPES DÉSIGNÉS DANS LE SECTEUR DES COMMUNICATIONS SELON LE SEXE ET LE SOUS-SECTEUR

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Diffusion des télécommunications** | **33,190** | 21,210 | 11,980 | **161** | 104 | 57 | **411** | 317 | 94 | **997** | 615 | 382 |
| **Transmission des télécommunications** | **73,080** | 38,384 | 34,696 | **380** | 176 | 204 | **803** | 498 | 305 | **3,559** | 1,894 | 1,665 |
| **Services postaux et services de messagers** | **67,504** | 43,005 | 24,505 | **552** | 284 | 268 | **1,173** | 842 | 331 | **3,123** | 1,879 | 1,244 |
| **Secteurs des communications** | **173,774** | **102,599** | **71,181** | **1,093** | **564** | **529** | **2,387** | **1,657** | **730** | **7,679** | **4,388** | **3,291** |

## Tableau 2.2

### MEMBRES DES GROUPES DÉSIGNÉS SELON LE SEXE ET LA RÉGION MÉTROPOLITAINE DE RECENSEMENT (RMR)

| | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Régions métropolitaines de recensement** | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Calgary** | **16,516** | 8,645 | 7,871 | **90** | 41 | 49 | **351** | 192 | 159 | **971** | 407 | 564 |
| **Edmonton** | **14,566** | 7,909 | 6,657 | **94** | 58 | 36 | **355** | 220 | 135 | **675** | 293 | 381 |
| **Halifax** | **7,992** | 4,639 | 3,353 | **42** | 22 | 20 | **140** | 74 | 66 | **169** | 77 | 92 |
| **Montréal** | **92,179** | 54,921 | 37,258 | **313** | 190 | 123 | **1,187** | 805 | 382 | **2,948** | 1,516 | 1,432 |
| **Regina** | **4,420** | 2,423 | 1,997 | **18** | 9 | 9 | **96** | 59 | 37 | **72** | 34 | 38 |
| **Toronto** | **132,163** | 68,108 | 64,051 | **721** | 313 | 408 | **2,042** | 1,133 | 909 | **18,364** | 7,292 | 11,083 |
| **Vancouver** | **52,594** | 30,418 | 22,176 | **311** | 182 | 129 | **977** | 636 | 341 | **4,908** | 2,067 | 2,845 |
| **Winnipeg** | **23,542** | 15,500 | 8,042 | **226** | 150 | 76 | **435** | 303 | 132 | **810** | 499 | 311 |
| **Régions métropolitaines de recensement** | **343,972** | **192,563** | **151,405** | **1,815** | **965** | **850** | **5,583** | **3,422** | **2,161** | **28,917** | **12,185** | **16,746** |

## Tableau 2.1

### MEMBRES DES GROUPES DÉSIGNÉS SELON LE SEXE ET LA PROVINCE

| Provinces et Territoires | Tous les salariés | | | Autochtones | | | Personnes handicapées | | | Membres des minorités visibles | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes | **Total** | Hommes | Femmes |
| **Ontario** | **250,688** | 136,953 | 113,734 | **1,719** | 927 | 792 | **4,231** | 2,565 | 1,666 | **20,931** | 8,751 | 12,191 |
| **Québec** | **127,009** | 74,658 | 52,350 | **502** | 290 | 212 | **1,566** | 1,056 | 510 | **3,488** | 1,772 | 1,719 |
| **Nouvelle-Écosse** | **16,675** | 10,791 | 5,883 | **79** | 42 | 37 | **534** | 430 | 104 | **241** | 114 | 127 |
| **Nouveau-Brunswick** | **11,521** | 7,614 | 3,907 | **54** | 27 | 27 | **248** | 180 | 68 | **126** | 69 | 57 |
| **Manitoba** | **32,821** | 22,485 | 10,334 | **451** | 333 | 118 | **653** | 475 | 178 | **1,022** | 661 | 361 |
| **Colombie-Britannique** | **76,318** | 44,039 | 32,279 | **623** | 405 | 218 | **1,483** | 958 | 525 | **5,481** | 2,371 | 3,114 |
| **Île-du-Prince-Édouard** | **1,448** | 889 | 559 | **2** | 1 | 1 | **26** | 10 | 16 | **14** | 5 | 9 |
| **Saskatchewan** | **18,280** | 11,790 | 6,608 | **265** | 207 | 58 | **350** | 228 | 122 | **250** | 137 | 113 |
| **Alberta** | **43,907** | 24,047 | 19,860 | **309** | 171 | 138 | **941** | 541 | 400 | **1,929** | 802 | 1,127 |
| **Terre-Neuve** | **6,776** | 4,120 | 2,656 | **34** | 19 | 15 | **75** | 50 | 25 | **49** | 14 | 35 |
| **Yukon** | **514** | 358 | 156 | **23** | 16 | 7 | **3** | 2 | 1 | **7** | 5 | 2 |
| **Territoires-du-Nord-Ouest** | **1,033** | 790 | 243 | **117** | 73 | 44 | **11** | 7 | 4 | **29** | 26 | 3 |
| **Canada** | **601,626** | **348,193** | **253,426** | **4,364** | **2,630** | **1,734** | **10,289** | **6,626** | **3,663** | **34,232** | **15,091** | **19,155** |

## Tableau 1.1

### EMPLOYEURS SELON LE SECTEUR D'ACTIVITÉ ET L'EMPLACEMENT DU SIÈGE SOCIAL

| Provinces et Territoires | Secteur bancaire | Secteur des transports | Secteur des communications | Autres secteurs assujettis à la loi | Tous les secteurs |
|---|---|---|---|---|---|
| Ontario | 15 | 78 | 44 | 22 | 159 |
| Québec | 7 | 46 | 12 | 4 | 69 |
| Nouvelle-Écosse | 0 | 2 | 0 | 2 | 4 |
| Nouveau-Brunswick | 0 | 9 | 1 | 0 | 10 |
| Manitoba | 0 | 13 | 4 | 14 | 31 |
| Colombie-Britannique | 1 | 20 | 9 | 5 | 35 |
| Île-du-Prince-Édouard | 0 | 3 | 0 | 0 | 3 |
| Saskatchewan | 0 | 3 | 7 | 4 | 14 |
| Alberta | 1 | 24 | 9 | 2 | 36 |
| Terre-Neuve | 0 | 4 | 1 | 2 | 7 |
| Yukon | 0 | 2 | 1 | 0 | 3 |
| Territoires-du-Nord-Ouest | 0 | 1 | 0 | 0 | 1 |
| Canada | 24 | 205 | 88 | 55 | 372 |

**TABLEAU 11.5** La proportion des groupes désignés des recrutements à temps plein selon la catégorie professionnelle, 1987 et 1988 **119**

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| | | |
|---|---|---|
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| | | |
|---|---|---|
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-Autres services aux entreprises
-Affaires étrangères et aide internationale
-Gestion des ressources humaines
-Gestion des services économiques
-Théâtres et autres spectacles
-Associations commerciales

2. Les huit régions métropolitaines de recensement (RMR) désignées sont les suivantes:

Calgary (Alberta)
Edmonton (Alberta)
Halifax (Nouvelle-Écosse)
Montréal (Québec)
Regina (Saskatchewan)
Toronto (Ontario)
Vancouver (Colombie-Britannique)
Winnipeg (Manitoba)

Pour plus de renseignements, consulter l'annexe 1, Loi sur l'équité en matière d'emploi et Exigences concernant les rapports, juillet 1986, et le «Document technique de référence no 1: Cartes géographiques pour les rapports sur l'équité en matière d'emploi», août 1986.

3. Pour plus de renseignements concernant la classification des catégories professionnelles, consulter l'annexe III, Loi sur l'équité en matière d'emploi et Exigences concernant les rapports, juillet 1986, et le "Document technique de référence no 3: Catégories professionnelles pour les rapports sur l'équité en matière d'emploi", août 1986.

4. Voici la liste des branches d'activité regroupées sous le titre "Autres":

-Mines de métaux
-Mines de charbon
-Industries du pétrole brut et du gaz naturel
-Industries des services relatifs à l'extraction du pétrole brut et du gaz naturel
-Industries de la viande et de la volaille
-Industrie de la transformation du poisson
-Industries de la farine, des céréales de table préparées et des aliments pour animaux
-Industries des huiles végétales
-Industries de l'emboutissage, du matriçage et du revêtement de produits en métal
-Industrie de la construction et de la réparation des navires
-Gestion de travaux de construction
-Autres services relatifs à la construction
-Industrie des silos à grain
-Autres industries d'entreposage et d'emmagasinage
-Produits agricoles, commerce de gros
-Sociétés de financement des entreprises
-Bureaux d'architectes, d'ingénieurs et autres services scientifiques et techniques

## Branches d'activité (ou secteurs d'activité)

Les employeurs visés par la Loi sur l'équité en matière d'emploi sont regroupés selon la Classification type des industries, 1980, publiée par Statistique Canada. Trois grands secteurs ont été analysés: les banques, les transports et les communications, qui correspondent aux trois grands groupes de la Classification type des industries. Le quatrième secteur d'activité inclus dans l'analyse est un regroupement des employeurs qui ne pouvaient être intégrés aux branches d'activité ci-dessus. Ce groupe d'employeurs est désigné par "Autres" dans le présent rapport. Entrent dans cette catégorie les entreprises qui exercent leurs activités dans plusieurs secteurs dissemblables4. Étant donné que ce groupe n'est pas aussi homogène que les trois autres, les résultats des rapports sont plus difficiles à interpréter.

Le regroupement des employeurs en grandes branches d'activité permet d'établir des comparaisons, dans les analyses, entre les données déjà recueillies par Statistique Canada et les données sur les branches d'activité fournies dans les rapports présentés en vertu de la Loi sur l'équité en matière d'emploi. Dans certains cas (comme dans celui du secteur bancaire), toute la branche d'activité est sous réglementation fédérale, alors que dans d'autres cas (comme celui des transports), seule une partie des activités relève du gouvernement fédéral. Dans ce dernier cas, il est possible d'adapter les données de Statistique Canada pour établir des comparaisons en utilisant les codes de la Classification type des industries déclarés par les employeurs.

## Notes

1. Pour obtenir des renseignements sur la manière de se procurer des exemplaires de la Loi et des documents connexes y compris les formulaires 1 à 6, écrire à l'adresse suivante:

   Centre de documentation
   Direction générale de l'équité en matière d'emploi
   Emploi et Immigration Canada
   Ottawa (Ontario)
   K1A 0J9

représentent 20 p. 100 ou plus de son effectif. Il doit soumettre les formulaires pour chaque branche d'activité où il compte au moins 1 000 employés, et pour chaque province et chaque région métropolitaine de recensement2 où il emploi au moins 100 personnes. Au niveau de la région métropolitaine de recensement, il n'est tenu de présenter que les formulaires 2A et 2B.

Les données utilisées dans le résumé sont tirées directement des rapports des employeurs. Aucun renseignement fourni n'a été rajusté sans le consentement explicite de l'employeur concerné. Dans certains cas une série de petites erreurs dans le rapport d'un employeur a donné lieu à des écarts entre le nombre total d'employés indiqué sur le formulaire 2 et le formulaire 3. Dans d'autres cas, le nombre d'hommes et de femmes indiqué sur un formulaire ne correspond pas au total. Ces inexactitudes n'ont pas été corrigées.

## Auto-identification volontaire

La Loi sur l'équité en matière d'emploi exige des employeurs qu'ils fassent rapport sur leurs employés comme étant membres des catégories "autochtones", "personnes handicapées" ou "membres des minorités visibles", seulement si ces employés se sont déclarés comme tels volontairement ou s'ils ont accepté qu'on les désigne comme tels. Par conséquent, il se peut que le nombre d'employés déclarés comme appartenant à ces trois groupes ne corresponde pas au nombre réel de membres des groupes désignés qui sont employés. Certains salariés peuvent ne pas souhaiter s'identifier comme membres d'un groupe désigné.

## Catégories professionnelles

Pour satisfaire aux exigences en matière de rapport, les employeuyrs devaient présenter les données relatives à leurs salariés selon la catégorie professionnelle sur le formulaire 2 (répartition des employés), le formulaire 4 (recrutements), le formulaire 5 (promotions) et le formulaire 6 (cessations de fonctions). Les douze catégories professionnelles utilisées par les employeurs sont précisées dans la législation sur l'équité en matière d'emploi et correspondent à celles du système de classification utilisé par Statistique Canada pour la cueillette des données sur la population active. Les douze catégories sont les suivantes: Cadres supérieurs, Cadres intermédiaires et autres cadres, Professionnels, Semi-professionnels et techniciens, Surveillants, Contremaîtres, Employés de bureau, Employés du secteur de la vente, Employés du secteur des services, Travailleurs qualifiés et artisans, Travailleurs manuels spécialisés et Autres travailleurs manuels[3].

# NOTES SUR LES DONNÉES

Le 1er juin 1989, les employeurs et les sociétés d'État régis par le gouvernement fédéral, qui disposaient d'un effectif d'au moins 100 employés, devaient soumettre leur deuxième rapport annuel en vertu de la Loi sur l'équité en matière d'emploi. Au total, 374 employeurs ont présenté un rapport à Emploi et Immigration Canada. Toutefois, en raison de certaines difficultés (rapports soumis en retard ou posant des problèmes) et de l'échéance fixée pour la présentation du rapport annuel exigé en vertu de la Loi sur l'équité en matière d'emploi, 372 (ou 99 p. 100) des rapports soumis par les employeurs ont été utilisés pour l'analyse et le résumé requis par l'article 9 de la Loi. Ces rapports visaient au total, pour 1988, 601 626 salariés permanents à temps plein, permanents à temps partiel et temporaires.

## NOTIONS CLÉS

### Le rapport de l'employeur

L'employeur doit remplir six formulaires types[1] pour dresser son rapport. Ces formulaires renferment les renseignements suivants:

Formulaire 1 -identification de l'employeur, sommaire du rapport et attestation d'exactitude

Formulaire 2 -répartition, par groupe désigné, catégorie professionnelle et quart de salarie, de tous les salariés

Formulaire 3 -répartition, par groupe désigné et par échelle de rémunération, de tous les salariés

Formulaire 4 -répartition, par groupe désigné, des recrutements

Formulaire 5 -répartition, par groupe désigné, des employés promus

Formulaire 6 -répartition, par groupe désigné, des cessations de fonctions

Les formulaires 2 à 6 sont divisés en trois parties, soit la partie "A" pour la catégorie de salariés permanents à temps plein, la partie «B» pour la catégorie de salariés permanents à temps partiel et la partie «C» pour la catégorie de salariés temporaires. L'employeur n'est tenu de remplir des formulaires pour les salariés temporaires que lorsque ceux-ci

Le tableau 1 présente la répartition régionale et sectorielle des employeurs inclus dans le résumé. Les tableaux 2 et 3 présentent, par région et par secteur, des données sur les groupes désignés. Les tableaux 4 et 5 répartissent les membres de ces groupes par catégorie professionnelle. Le tableau 6 les répartit selon l'échelle de rémunération; les données figurant dans ce tableau servent à calculer les salaires moyens utilisés dans le premier volume du Rapport du ministre au Parlement. Les tableaux 7 et 8 présentent des données sur les recrutements et les cessations de fonctions pour chacun des groupes désignés, et le tableau 9 montre l'incidence nette de ces deux mouvements sur ces groupes. Le tableau 10 fournit des données sur les promotions pour chaque groupe désigné, et enfin, le tableau 11 renferme des renseignements sur les progrès qu'ils ont accomplis.

1 Pour un résumé des changements les plus importants, voir la fiche de renseignements publiée en mai 1989, intitulée «Mise à jour: membres des minorités visibles».

2 Voir «Notes sur les données».

3 Voir l'annexe A dans le volume 1 du Rapport du ministre au Parlement pour une liste complète des employeurs inclus dans le résumé.

# PRÉSENTATION DES TABLEAUX

Aux termes de l'article 9 de la Loi sur l'équité en matière d'emploi, le ministre est tenu de déposer au Parlement une analyse et un résumé des rapports présentés chaque année par les employeurs en vertu de la Loi. Les tableaux qui suivent constituent le regroupement des données contenues dans les rapports des employeurs. Le résumé est fondé sur les données rapportées par les employeurs pour 1988, que l'on présente sous forme de tableaux. L'analyse de ces tableaux figure dans le premier volume du Rapport du ministre au Parlement. C'est la deuxième année consécutive que l'on prépare une analyse et un résumé des rapports présentés conformément à la Loi sur l'équité en matière d'emploi par les employeurs régis par le gouvernement fédéral.

En raison des ajouts et des corrections apportés à la première série de rapports présentés par les employeurs en vertu de la Loi sur l'équité en matière d'emploi,[1] ainsi que des changements plus récents dans les méthodes de collecte de données utilisées par les employeurs, il y aurait lieu de faire preuve de prudence lorsqu'on établit des comparaisons entre les chiffres figurant dans le présent volume et ceux qui ont été fournis dans le résumé de l'année dernière. Par exemple, certaines professions ont été reclassifiées depuis la dernière année de rapport, et les résultats des enquêtes d'auto-identification ont modifié le nombre de personnes qui se déclarent membres des groupes désignés.[2] En outre, la liste des employeurs inclus dans le présent résumé est légèrement différente de celle de l'année dernière.[3]

Le présent volume comprend onze séries de tableaux. Chaque série présente des renseignements pertinents par catégorie de salariés (permanents à temps plein, permanents à temps partiel et temporaires) et par branche d'activité (secteur bancaire, secteur des transports, secteur des communications et autres secteurs). Dans certains cas, les données sont réparties en sous-secteurs. Par exemple, un des tableaux des sous-secteurs des transports viserait les transports aériens.

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# Rapport annuel 1989 présenté au Parlement:

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# Compilation des données soumises par les employeurs assujettis à la Loi sur l'équité en matière d'emploi pour l'année 1988

Publié par les Affaires publiques et
la Direction Équité en matière d'emploi

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